

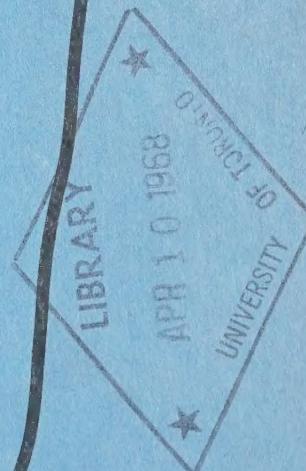
CALL23
-67B21

3 1761 117670109

General publications

E6-2 J THE BEHAVIOUR OF
CANADIAN WAGES AND SALARIES
IN THE POSTWAR PERIOD

A Graphic Presentation



Economics and Research Branch
CANADA DEPARTMENT OF LABOUR

TO THE READER

You have received this complimentary copy of our chartbook on wage and salary trends as one of our limited free distribution. If sufficient interest in this publication is indicated, the Queen's Printer may print additional copies, for which a price may be charged. Expressions of interest in additional copies should be addressed to the Publications Division, Canada Department of Labour, Ottawa 4. A French version of the chartbook is now being prepared.

AU LECTEUR, À LA LECTRICE

Vous recevez, avec les hommages du Ministère du Travail du Canada, cet exemplaire d'une publication contenant des graphiques indiquant les tendances des salaires et des traitements au Canada. Votre nom figure en effet sur notre liste d'envoie limitée à certaines personnes. Si l'on fait preuve d'un intérêt suffisant à l'égard de cette publication, il se peut que l'Imprimeur de la Reine prépare des exemplaires supplémentaires, pour lesquels il est possible qu'un prix soit fixé. Si vous étiez intéressé(e) à recevoir d'autres exemplaires, veuillez, s.v.p., en faire part à: la Division des Publications, Ministère du Travail du Canada, Ottawa. On est en train de préparer la version française de cette publication.



Digitized by the Internet Archive
in 2023 with funding from
University of Toronto

<https://archive.org/details/31761117670109>

THE BEHAVIOUR OF
CANADIAN WAGES AND SALARIES
IN THE POSTWAR PERIOD

PREPARED IN THE WAGES RESEARCH DIVISION
OF THE ECONOMICS AND RESEARCH BRANCH

CANADA DEPARTMENT OF LABOUR

HON. JOHN R. NICHOLSON
Minister

GEORGE V. HAYTHORNE
Deputy Minister

ROGER DUHAMEL, F.R.S.C.
Queen's Printer and Controller of Stationery
Ottawa, Canada
1967

Catalogue No. L41-567

INTRODUCTION

The Purpose of the Chart Book and How to Use It

The purpose of this presentation is to illustrate wage and salary behaviour; where there is analysis it is intended to describe, not to explain. A careful study of the charts and supporting tables will not only inform the reader about wage and salary behaviour but tell him where to obtain more detailed and more up-to-date information.

Comparison of wages and salaries with other economic variables has been kept to a minimum because the charts are not meant to suggest any cause-effect relation between wage and nonwage factors. In a few instances — in the examination of regional wage differentials especially — the commentary draws on data not depicted graphically or to be found in the supporting tables. But these are exceptions to the general approach, which assumes that the charts speak pretty well for themselves. The reader wanting the details will find them in the tables on which the charts are based at the back of this book. The table numbers generally correspond with the chart numbers.

Some of the charts portray the structure of wages and salaries in 1965. The absolute values are shown for various classifications of industries, regions and occupations. The relation of wages and salaries among these groups is expressed in index form or as percentage deviations from some general average. It is these relations that constitute a wage structure.

The treatment of the information is to move from broad aggregates to their smaller, more homogeneous components. The charts move from total labour income in the sectors comprising the Canadian economy to average wages and salaries combined and then treated separately. Data are presented for the major industry groups accounting for most of our economic activity; finer breakdowns are then shown for the major manufacturing industries. National averages are shown first, followed in many instances by regional and (not always) provincial averages; in a few cases there is information for specified cities.

The wage and salary data are shown first as averages for all workers in the industry and (where applicable) region covered. In a few subsequent charts information is given for particular occupational groups and, finally, for specific professions and skills.

The approach has been first, to portray the 1965 situation, then to depict the trend over the years, mostly since 1949. As would be expected, labour earnings have increased more rapidly in some industries, regions and occupations than others. Relative rates of

growth are illustrated in some charts, making it easy to identify the "pacers" and the laggards. The extent to which the gap between the earnings of certain occupations has widened or narrowed is illustrated.

Other aspects of wage behaviour are also illustrated. These include a comparison of the labour share of net domestic product with the shares going to investors and unincorporated business, a comparison of trends in money wages and real wages (that is, money wages discounted for rising consumer prices), a comparison of hourly wage trends in manufacturing with trends in production and man-hour productivity. Finally, but certainly not last in importance, the trend in major collectively bargained wage settlements is presented. Current wage and salaries data are available only on the basis of a new, extensively revised Standard Industrial Classification. Information based on the new classification is available back to 1961; information for earlier years is available only on the basis of the old classification. An examination of wage and salary trends is an essential part of this book and, for many reasons, 1949 is considered a good base year for calculating such trends. For statistics starting from 1949, it is necessary to use data based on the old industry code. However, time series data for many industries cannot be linked together on the old and new classifications. Information on the old classification has not been available since the start of 1966. Therefore, the data in this presentation, with a few exceptions, do not go beyond 1965.

The information for these tables is drawn largely from the Dominion Bureau of Statistics. It must be pointed out that the Canada Department of Labour produced the averages for 1965 from D.B.S. unpublished material, and this department assumes all responsibility for these averages. Other information has come from this department and from two private organizations, the Canadian Council of Professional Engineers, and H.V. Chapman Associates Ltd. We are grateful to these organizations for permitting us to use their material.

The chart book was planned and its preparation directed by Mr. Allan Porter, Chief, Wages Research Division, Economics and Research Branch, assisted by Mr. George Jaycox, Mr. Robert Steele, Head of the Production Section of the Public Relations and Information Services Branch, assisted in designing the charts and supervised their production.

John L. Mainwaring,
Acting Director,
Economics and Research Branch.

CONTENTS

	Page
1. Labour Income.....	6
2. Distribution of Income.....	8
3. Wages, Production and Productivity	10
4. The Current Picture by Industry.....	12
5. The Current Picture by Region and Province	18
6. Regional Wage Differences and the Influence of Employment Distribution.....	22
7. Industry Trends 1949 to 1965.....	32
8. Manufacturing Wage and Salary Trends, 1949 to 1965	36
9. Wages and Salaries Compared and Analyzed	48
10. Skill Differentials.....	50
11. Professional and Executive Salaries.....	63
12. Negotiated Wage Increases.....	68
Source Tables.....	70
List of Tables	119
List of Sources of Information.....	120

Canadian labour income exceeded \$8.1 billions in 1949, distributed through the national economy as shown below, and \$26.6 billions in 1965. It was much the largest in the business sector but was less so by 1965, being almost seven times greater

than the government sector in 1949 but only four times greater in 1965. The greatest growth rate occurred in the personal sector, followed closely by government.

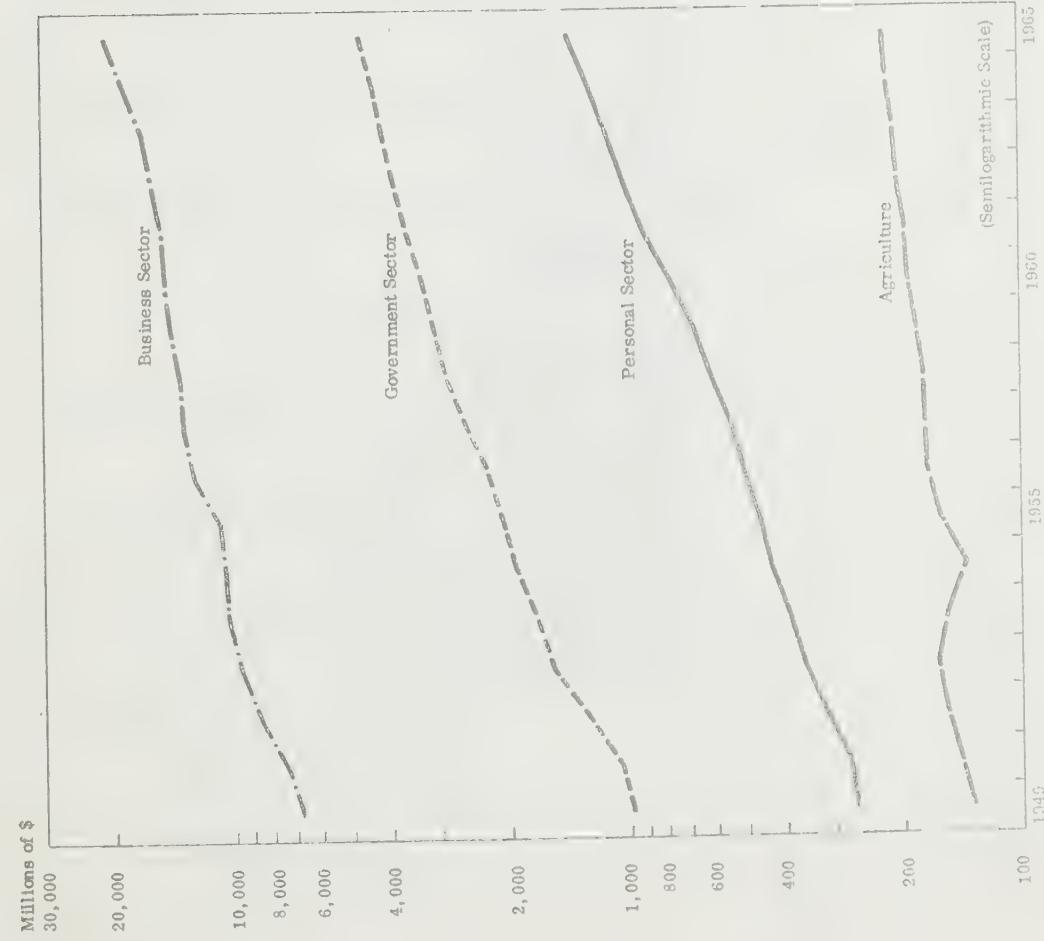
LABOUR INCOME

1

6

Chart 1A

Paid to Employees in the Sectors of the Economy
and in Agriculture, 1949 to 1965

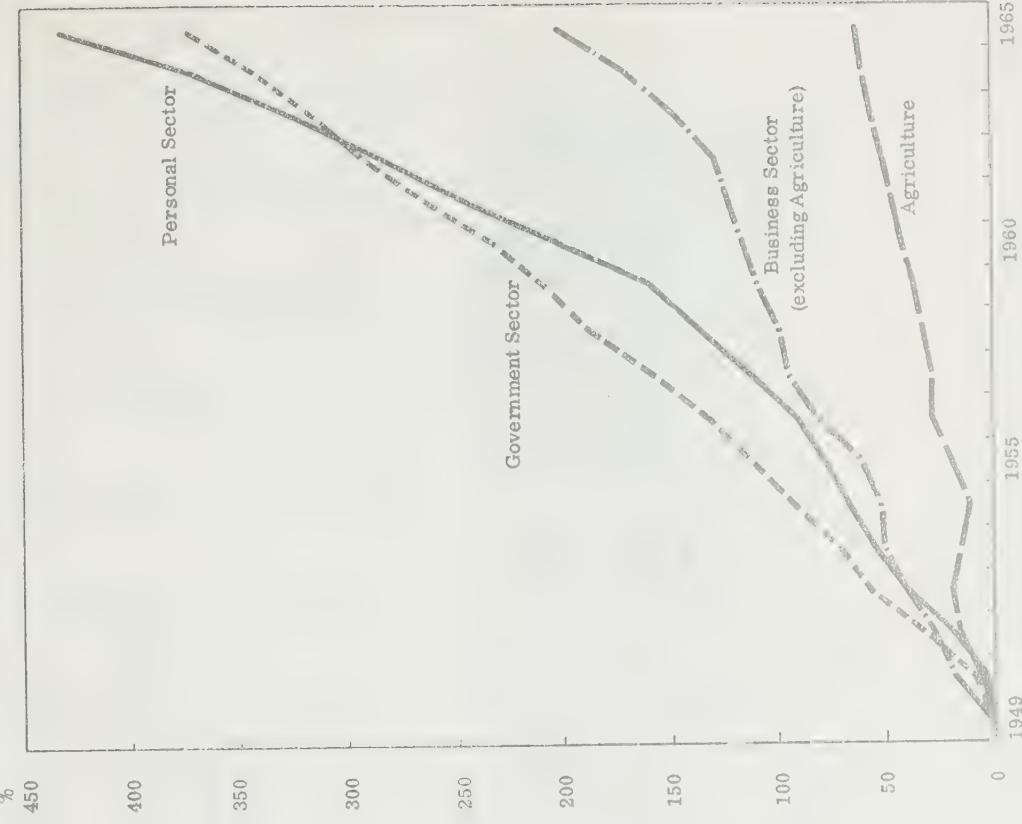


Notes: Labour income is the sum of all wages, salaries and supplementary labour income paid each year to employees in each sector and in agriculture. "Employees" are all people who are employed by a person or organization including everyone from the labourer to the highest official. The *personal* sector includes all people and private organizations not established for the purpose of making a gain, such as charitable institutions, municipal hospitals, and universities; wages paid to domestic help are included in this sector, prises, and independent professional practitioners. The *government sector* includes all general government departments and agencies — federal, provincial and municipal — that are noncommercial in nature. Labour income in agriculture constitutes wages and salaries to people employed on a farm. Most farm income is reported as "Net income received by farm operators from farm production" and is not shown in above table. In the government sector military pay and allowances are added to wages, salaries and supplementary labour income.

Source Table I.

Chart 1B

Rates of Growth, 1949 to 1965



Notes: Labour income is the sum of all wages, salaries and supplementary labour income paid each year to employees in each sector and in agriculture. "Employees" are all people who are employed by a person or organization including everyone from the labourer to the highest official. The *personal* sector includes all people and private organizations not established for the purpose of making a gain, such as charitable institutions, municipal hospitals, and universities; wages paid to domestic help are included in this sector, prises, and independent professional practitioners. The *government sector* includes all general government departments and agencies — federal, provincial and municipal — that are noncommercial in nature. Labour income in agriculture constitutes wages and salaries to people employed on a farm. Most farm income is reported as "Net income received by farm operators from farm production" and is not shown in above table. In the government sector military pay and allowances are added to wages, salaries and supplementary labour income.

7

Source Table I.

2 DISTRIBUTION OF INCOME

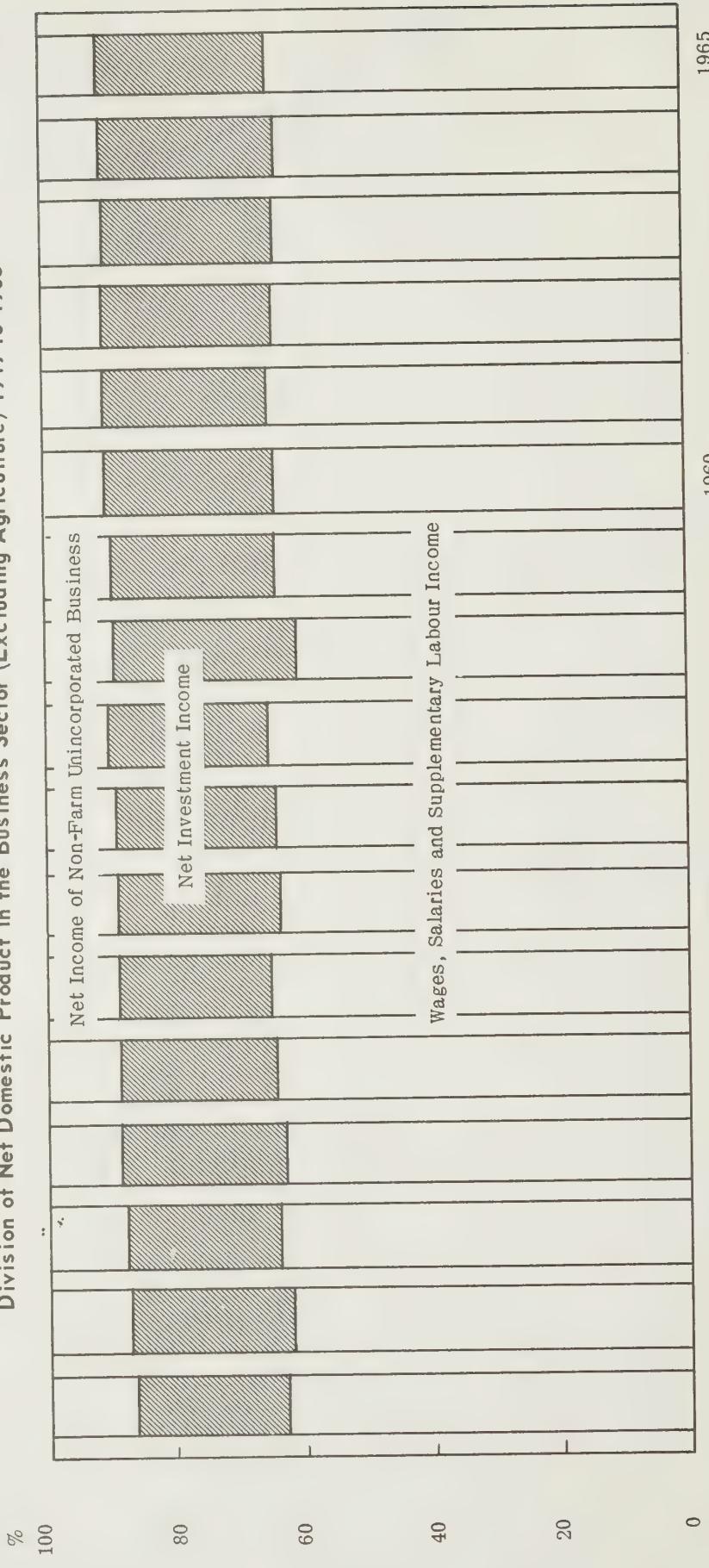
More than 60 per cent of the proceeds of the business sector has been paid out as income from gainful employment, that is, labour income; another 25 per cent (more or less) has gone to investors, and the remainder, about 15 per cent, to unincorporated business, meaning privately owned small business firms and self-employed people like most doctors and dentists.

The shares have fluctuated within a rather narrow margin; the labour share ranged from a low of 62.2 per cent in 1950 to a high of 65.8 per cent in 1957, the investment share from 23.0 per cent in

1949 to 27.2 per cent in 1965, the "small business" share from a high of 13.2 per cent in 1949 to a low of 9.1 per cent in 1965. The only apparent trend in these series has been a decline in the share going to unincorporated business.

Changes in labour and investment shares were largely compensatory: a rise in one accompanied an almost equal decline in the other, and vice versa. The wide fluctuations from 1949 to 1953 contrast with the moderate shifts from 1960 to 1964.

Chart 2A
Division of Net Domestic Product in the Business Sector (Excluding Agriculture) 1949 to 1965

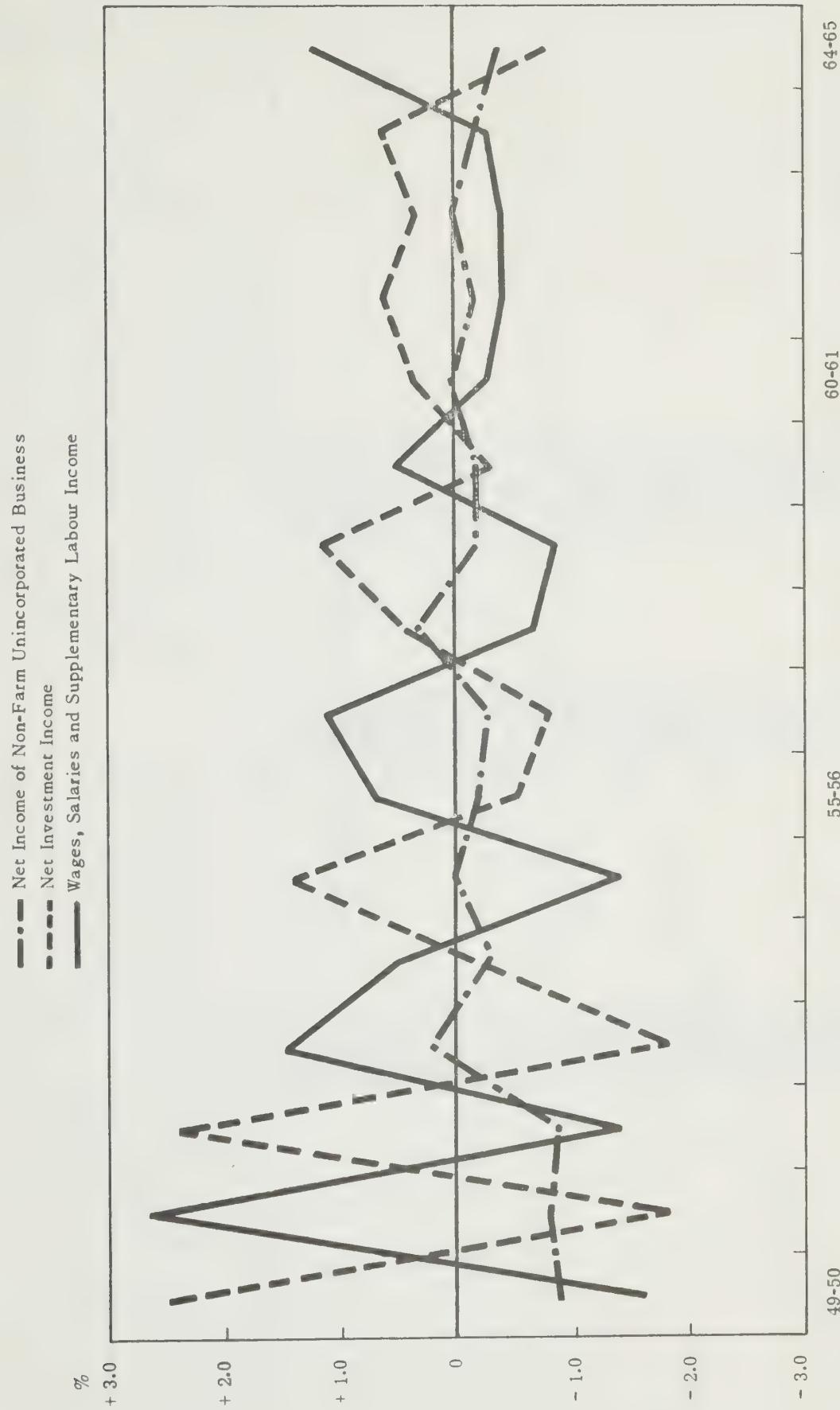


Note: This chart illustrates the distribution of output in Canada of the business sector (excluding agriculture) which is made up of corporations, unincorporated businesses, government business enterprises, and individual professional practitioners. The proceeds are divided among employees of business enterprises (as labour income), investors in business enterprises (as profit, interest, rent and miscellaneous investment income) and owners of unincorporated business, including professional practitioners. For fuller definitions see Tables 1 and 2.

Source: Table 2.

Chart 2B

Changes* in the Distribution From Year to Year



Note: * This chart illustrates the year-to-year changes (by percentage points, to the nearest tenth of one point) in distribution of net domestic product as illustrated in Chart 2A.

Source: Table 2.

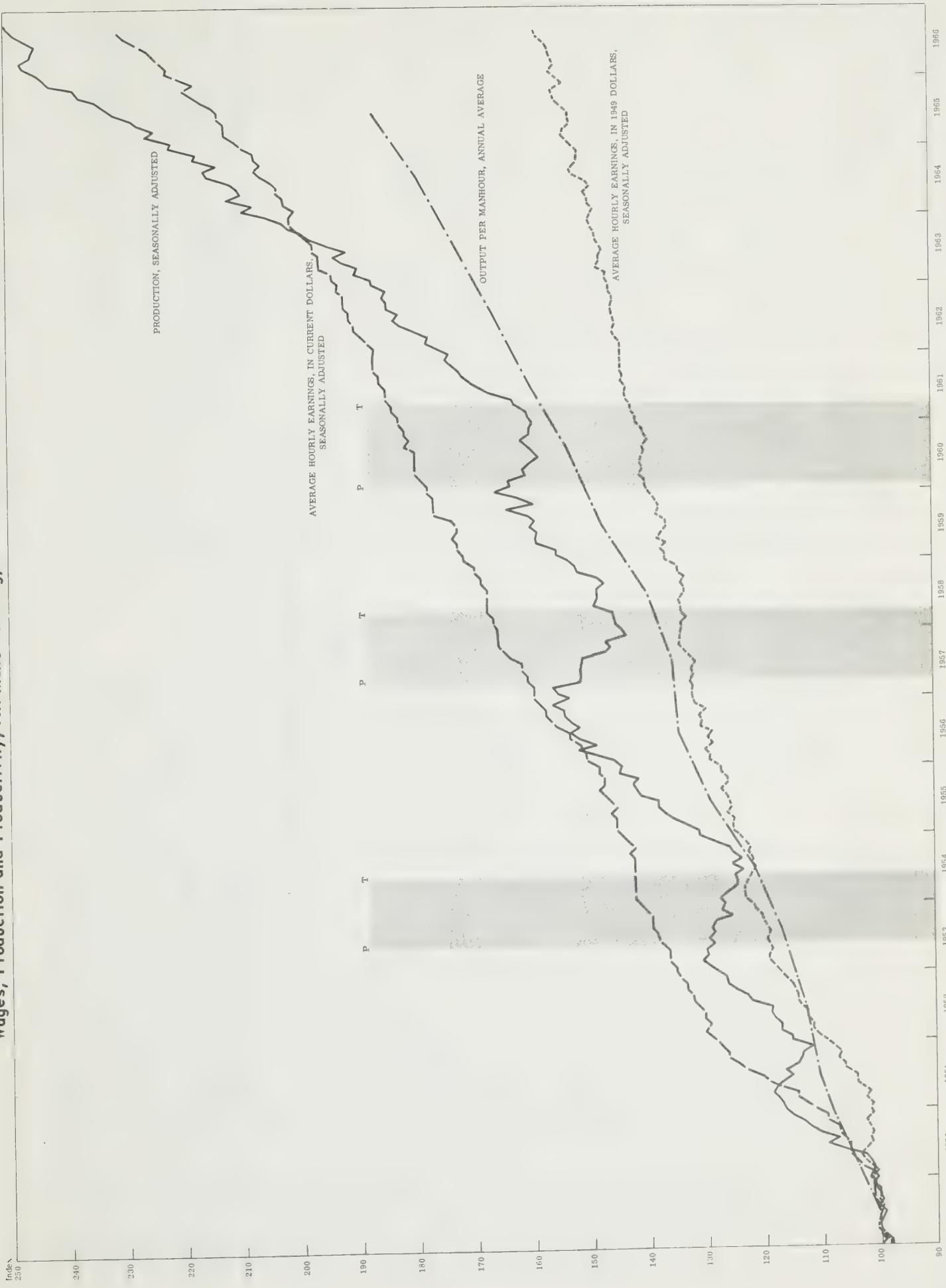
3

WAGES, PRODUCTION AND PRODUCTIVITY

Manufacturing production has closely followed the trend in the business cycle (as would be expected), the major declines (except for one in 1951) occurring during a business downturn (shaded areas on chart), being in fact a major characteristic of downturns. More than half the 1949-1966 production growth took place in the last third of that period. Money wages (average hourly earnings in current dollars) increased at a rather even rate from the start of 1952 (after a substantial rise in 1951) to the end of 1963, with only a slight slowing down in the second half of the 1953-54 and 1957-58 and the first half of the 1960-61 recessions. The rate of increase of money wages has accelerated since the beginning of 1964 but real earnings (money earnings discounted for the rise in consumer prices),

after a sharp rise in 1951-52, have, over the past 14 years, risen at a rather even rate; this means that the recent three-year spurt in money wages has been largely offset by a speedup in the rise of consumer prices. After a virtually unchanging rate of increase in manufacturing output per manhour from 1960 to 1964 (annual averages), which was itself much better than the 1956-60 performance, the rate increased further between 1964 and 1965 (1966 data not yet available). Since man-hour productivity increased some 77 per cent between 1949 and 1965, while production increased 131 per cent, the increased output called for increased manufacturing employment, which in fact rose about 30 per cent. (Hours worked per week actually declined until 1958, followed by a small subsequent increase; see Chart 8A.)

Chart 3
Wages, Production and Productivity, All Manufacturing, 1949 to 1966 (Indexes, 1949 = 100)*



Note: * All indexes are by months, except the output per manhour indexes, which are annual averages. The shaded areas denote recessions, and the letters P and T denote peaks and troughs in the short-term Canadian business cycle.

Source: Tables 3-1 to 3-4.

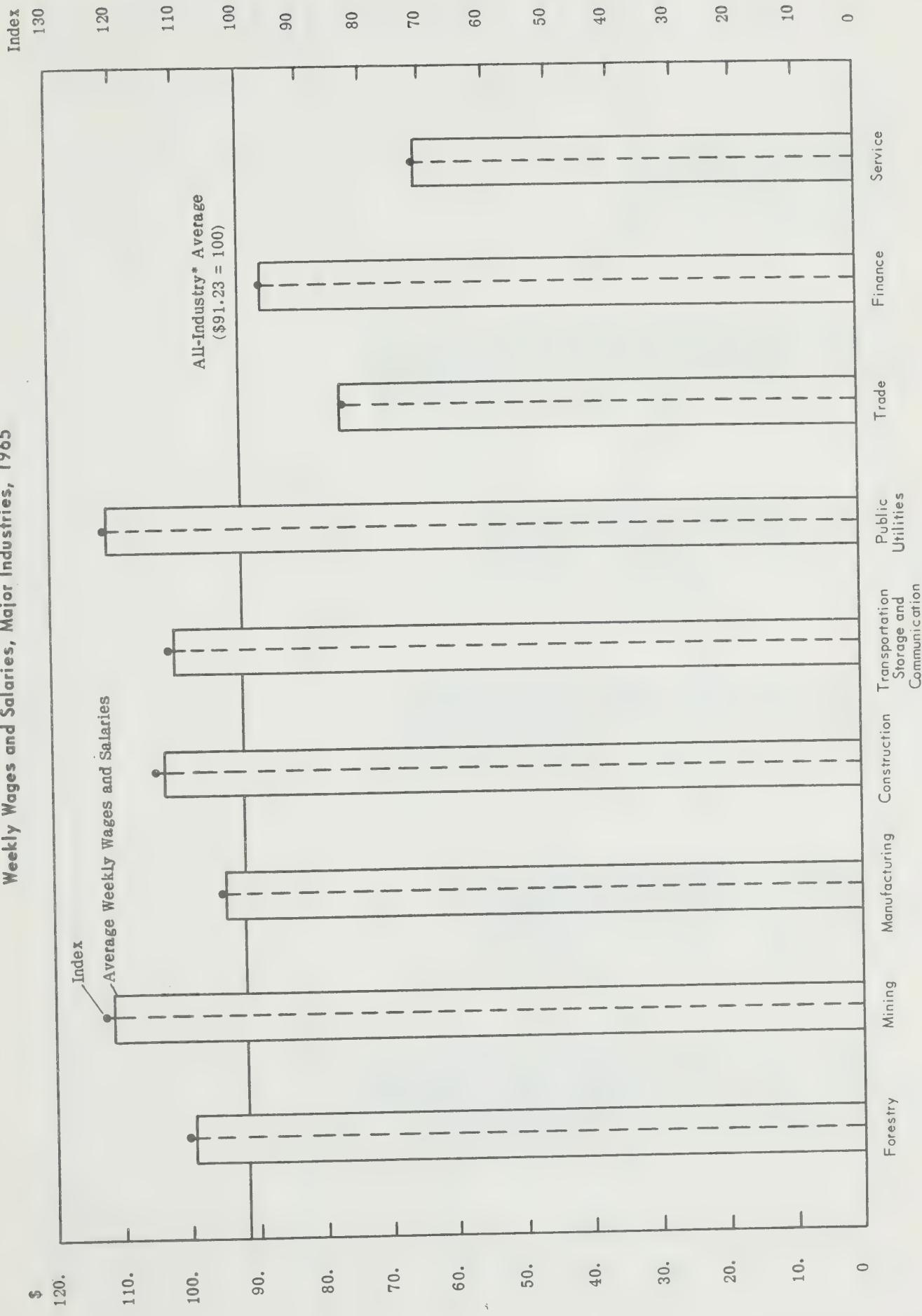
4

THE CURRENT PICTURE BY INDUSTRY

Labour income varies by industry, region, occupation, size of firm or establishment, etc., and by combinations of these factors. Variation by industry is illustrated in the next few charts. In weekly wages and salaries the mining industry ranked highest in 1965 among the major industry groups, and the service industries (including recreational services, accounting, advertising and other services to business, and such personal services as laundries, dry cleaners, hotels and restaurants) were lowest. There was a difference of \$47 a week between services at \$65 and mining at \$112. While the latter was 22 per cent above the all-industry average, the former was 29 per cent below. Public utilities virtually shared top rank with mining, with a difference of less than 50 cents in weekly earnings. Manufacturing industries and financial institutions were closest to the all-industry average.

Chart 4A

Weekly Wages and Salaries, Major Industries, 1965



Note: * "All industry" means here a composite of the major industries covered; the chief industries excluded are fishing and trapping, and public administration and defence.

Source: Table 4A.

CURRENT PICTURE BY INDUSTRY (Continued)

This chart examines wages, separate from salaries. Wages are ordinarily paid by the hour or week, or by units of output, in the case of piecework, to employees who are usually described as production or plant workers, or in some instances, "outside" workers. Salaries are usually described in terms of an annual figure, but are paid by the week or month in most cases, to people in managerial, professional, or clerical jobs. (In fact the line between wages and salaries is blurred in places; for fuller descriptions see Dominion Bureau of Statistics notes in publications on average hourly earnings and average weekly wages and salaries.)

Hourly earnings in mining in 1965 were only one cent less than in construction but weekly wages in mining were two dollars higher, reflecting the longer hours worked in mining, 42.5 compared with 41.4 in construction. The difference of \$56 between weekly wages of the mining and the service industries was even greater than the difference of \$47 in weekly wages and salaries (see Chart 4A). In the case of hourly wages, the difference was less pronounced, the mining average of \$2.43 being 88 per cent higher than service industries' average of \$1.29 compared with a difference of 119 per cent between weekly wages of \$103.11 and \$47.11. This is because weekly hours

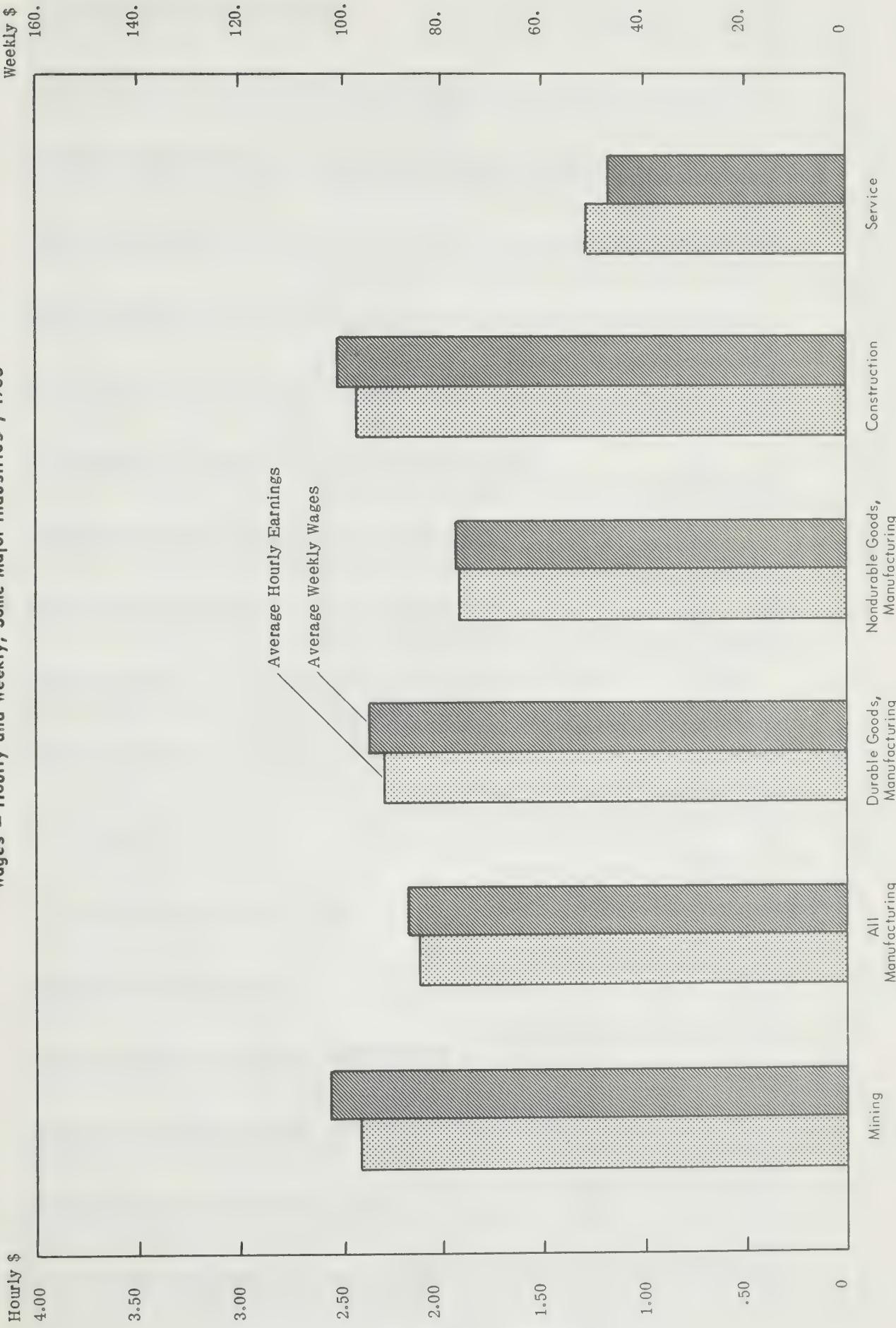
worked in mining were 42.5 or 17.1 per cent greater than the 36.3 hours worked in the service industries.

(Weekly hours of work have not been plotted on this chart or any others, except in 8A, for all manufacturing; however, differences in hours can be inferred from a comparison of the average weekly wages and average hourly earnings columns. In Charts 4B, 4C and 5B, the weekly wages, marked off on the right-hand margins, are 40 times the hourly wage scale, shown on the left. Where weekly hours are 40, and they almost are in nondurable goods manufacturing, the hourly and weekly wages columns are equal in height; to the extent that the work week exceeds 40 hours, the weekly wages column will be correspondingly higher, and vice versa if the hours are less than 40.)

The all-manufacturing average of hourly earnings of \$2.12 was 32 cents below the construction figure, but the average for the durable goods manufacturing industries was only 14 cents less, compared with a difference of 51 cents in the case of nondurable goods. Weekly hours were almost the same in construction and durable goods, at 41.4 and 41.7 respectively, and slightly lower in nondurables, at 40.4.

Chart 4B

Wages - Hourly and Weekly, Some Major Industries*, 1965



Note: *The industries shown are all the major industry groups for which average hourly earnings and weekly wages are shown separately.

Source: Table 4B.

CURRENT PICTURE BY INDUSTRY (Concluded)

Hourly earnings for all manufacturing averaged \$2.12, as indicated in Chart 4B, and yet Chart 4C shows that in only two of the 17 groups of manufacturing industries (rubber products, electrical apparatus and supplies) was the average within 5 cents of all-manufacturing figure. The industry wages ranged from a low of \$1.38 an hour in clothing to a high of \$2.91 in products of petroleum and coal, a difference of more than 110 per cent. Put another way, the petroleum and coal products figure was 37 per cent above the all-manufacturing average and the clothing industry was 35 per cent below. The considerable interindustry variation in hourly earnings and weekly wages is clearly shown in the charts below. Weekly hours of work ranged

from a high of 43.4 in nonmetallic mineral products to a low of 37.7 in tobacco products, a difference of 15 per cent.

In the industries where hours of work are longest (identified by those where the weekly wages column is higher than the hourly wages column, as explained on page 14), overtime pay is most common at $\frac{1}{2}$ or twice the normal hourly rate. Because overtime pay is included in average hourly earnings data, these figures will be enhanced to the extent that overtime is worked. However, this factor is not so important that removal of overtime pay from hourly earnings data (which at present is not possible) would cause any significant change in the structure of hourly wages in manufacturing industries.

Chart 4C
Wages - Hourly and Weekly, Major Manufacturing Industries, 1965

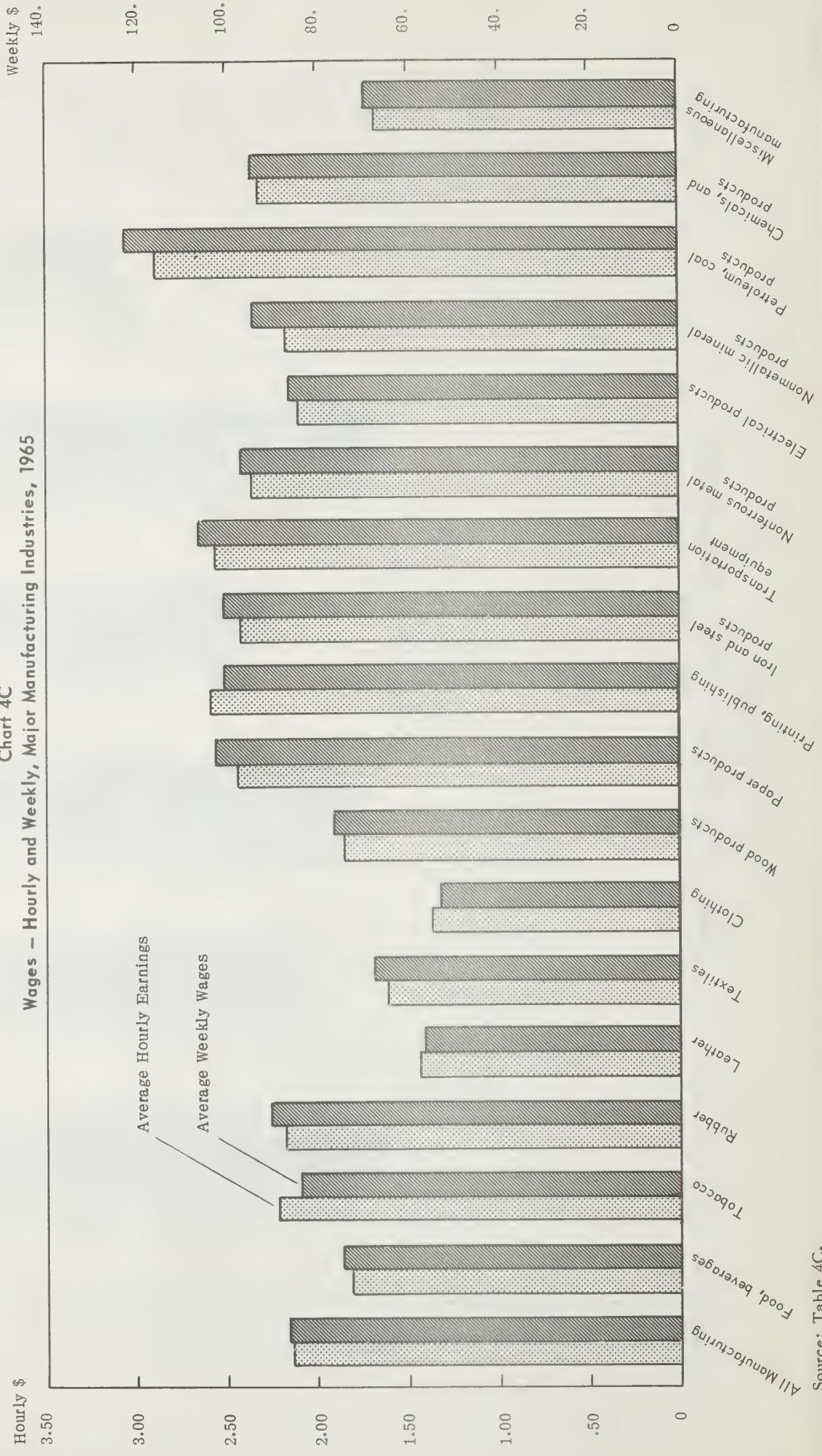
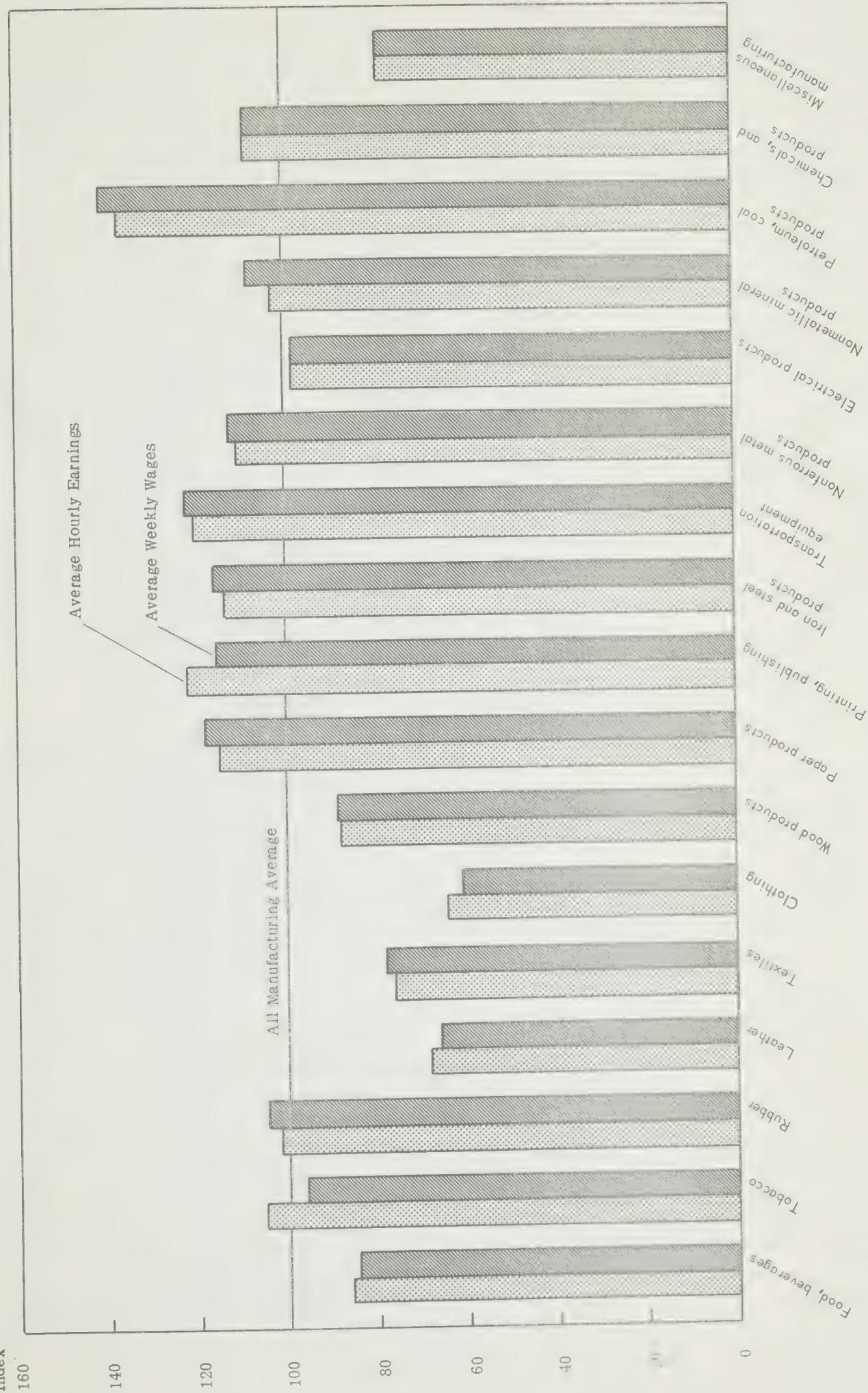


Chart 4D

Structure of Manufacturing Wages, 1965*



Note:

*The relation of average hourly earnings and of average weekly wages, as shown in Chart 4C, in each manufacturing industry to the all-manufacturing average, which is represented by 100.

Source: Table 4C.

5

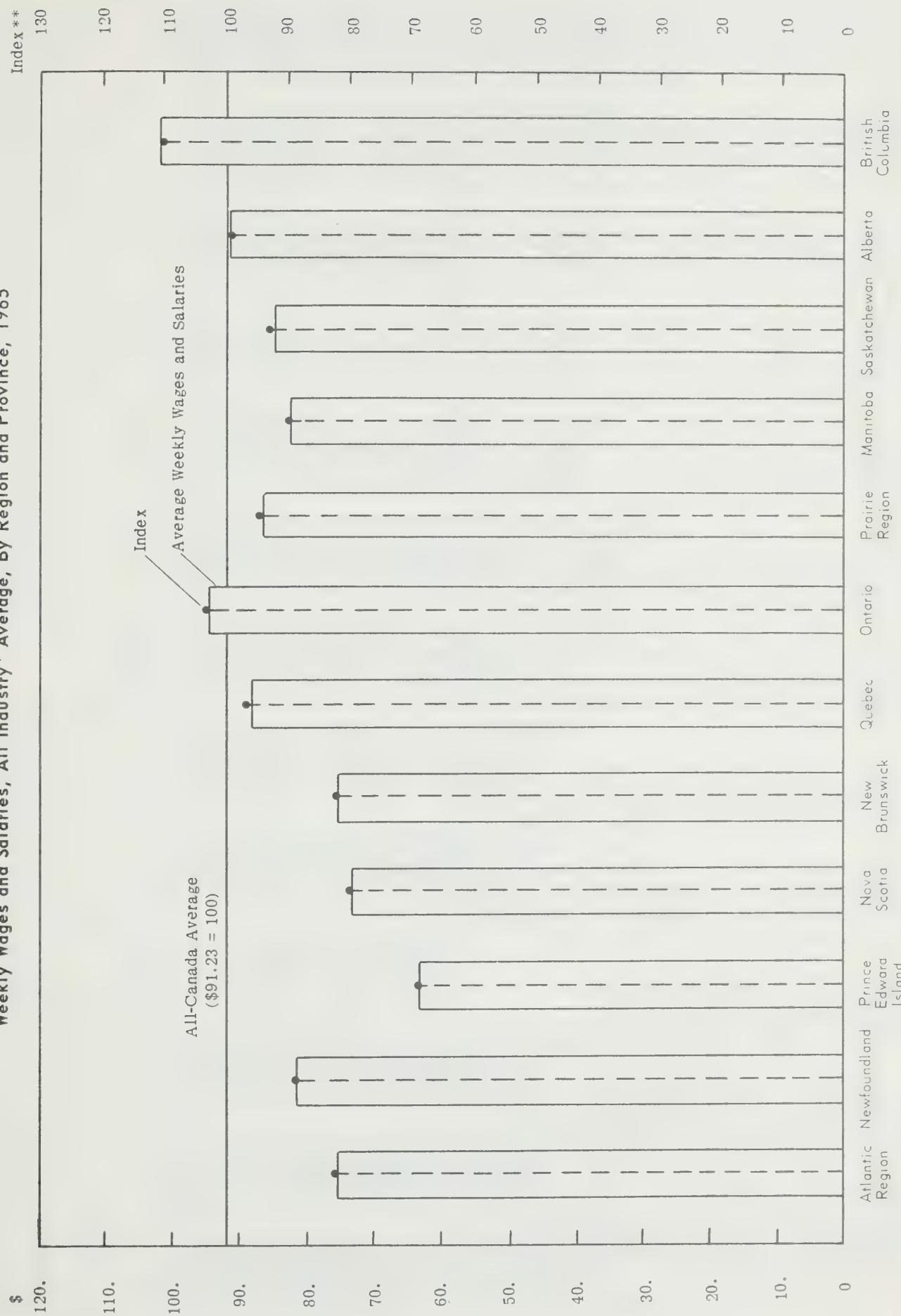
THE CURRENT PICTURE BY REGION AND PROVINCE

Provincial differences in labour income were not as great as industry differences, but were nevertheless substantial. At the extreme, weekly wages and salaries, averaged for all industries, were \$63.37 in Prince Edward Island and \$101.26 in British Columbia, a difference of \$37.89 or 60 per cent. Of course such a comparison between Canada's highly industrialized third largest province and the smallest, largely rural and agricultural province is not very meaningful. More signifi-

cant is the fact that outside of the eastern and western limits of the country, regional differences were not great in terms of all-industry averages. Ontario was about 4 per cent above the national average, Quebec less than 3 per cent below, and the Prairie region 5 per cent below; however, the Atlantic region was 17 per cent below and British Columbia 10 per cent above the all-Canada figure of \$91.23.

Chart 5A

Weekly Wages and Salaries, All Industry * Average, By Region and Province, 1965



Note: * "All industry" comprises forestry, mining, manufacturing, construction, transportation and utilities, trade, finance, and service.

**The average for each region is expressed as an index of the all-Canada average.

Source: Table 5A.

Chart 5B
Variation in Manufacturing Hourly Wages, Weekly Wages, Weekly Wages and Salaries, 1965
(Averaged for all Manufacturing Industries)



Source: Table 5B.

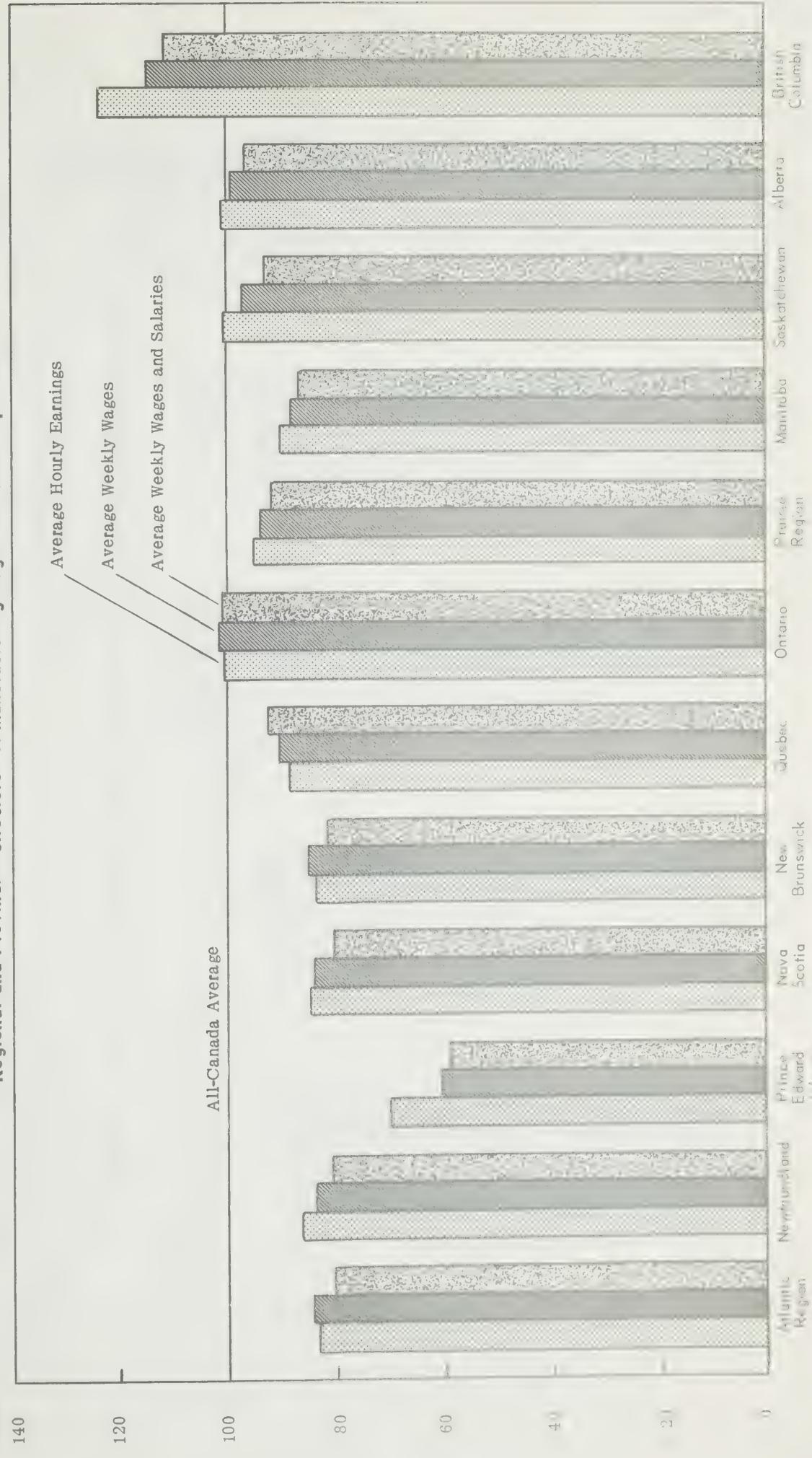
Manufacturing wages and salaries showed somewhat greater regional and provincial differences than all-industry earnings, depicted in Chart 5A. Weekly wages and salaries in the Atlantic region were 19 per cent below the national average, compared with 17 per cent for all industries combined; British Columbia fared about the same in both cases, 11 per cent above the average for manufacturing

and 10 per cent for all industries, Ontario was 6 per cent above for manufacturing and 4 per cent for all industries, Quebec 7 per cent below for manufacturing compared with less than 3 per cent for all industries, the Prairie region 8 per cent below for all manufacturing and 4 per cent for all industry.

Hourly earnings departed more than weekly wages from the national average in Quebec (11 per cent below for hourly wages, 7 per cent below for weekly wages and salaries) and in British Columbia (24 per cent above for the hourly and 11 per cent above for the weekly figure). In the Atlantic region, hourly wages were 16 per cent below and weekly wages and salaries 20 per cent below

the national average. In Ontario both were 6 per cent above average. Hourly wages in the Prairie region were 4 per cent below the national figure, and weekly wages and salaries were 8 per cent below. Weekly hours worked by wage earners in all manufacturing ranged from a low of 38.0 in British Columbia to a high of 41.8 in Quebec; the national average was 41.0.

Chart 5C
Regional and Provincial Structure* of Manufacturing Wages and Salaries, 1965



Note: *The relation of average hourly earnings, average weekly wages and of average weekly wages and salaries, as shown in Chart 5B for each region and province, to the national average, which is represented by 100.

Source: Table 5B.

⑥

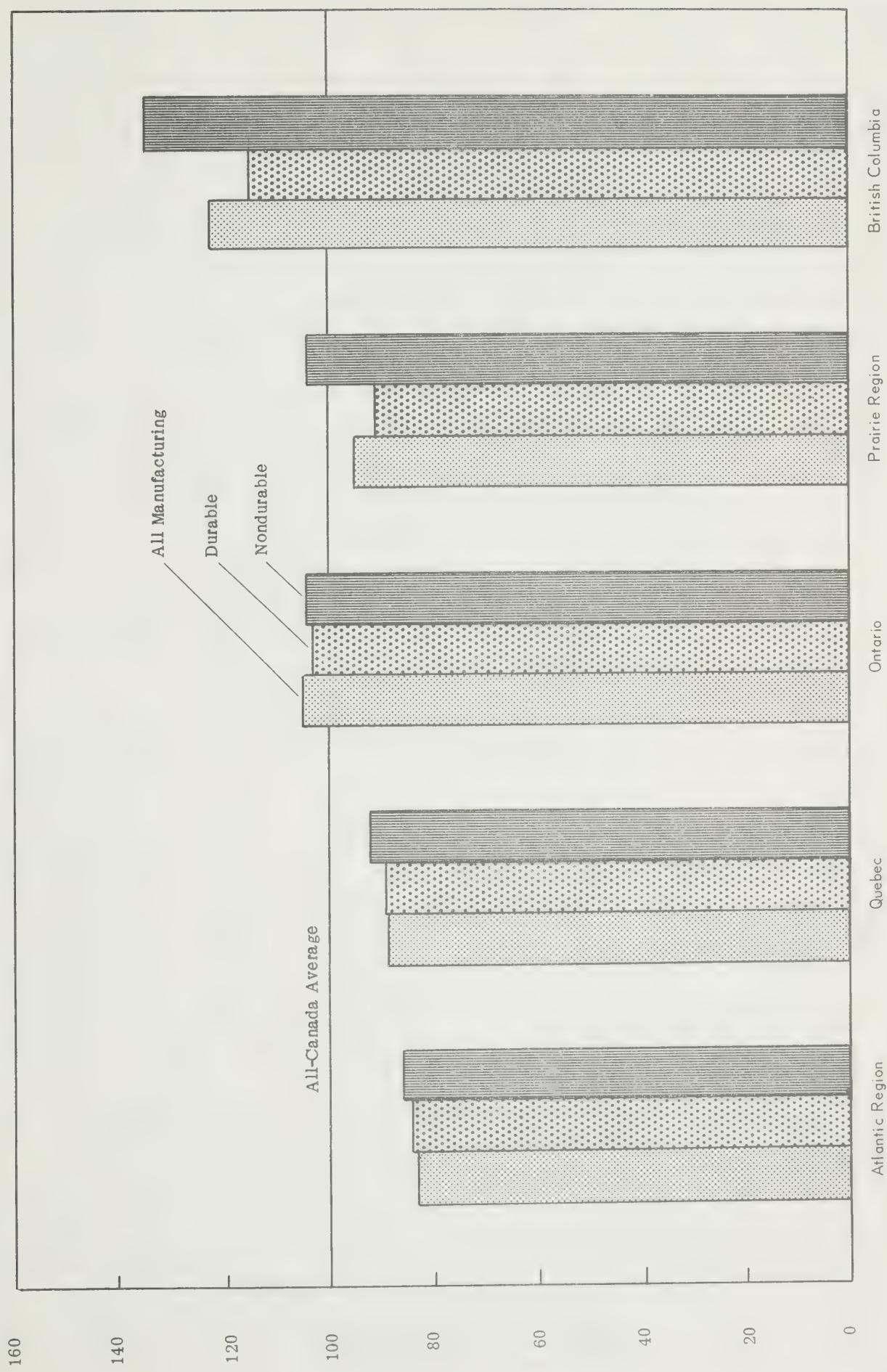
REGIONAL WAGE DIFFERENCES AND THE INFLUENCE OF EMPLOYMENT DISTRIBUTION

Although the all-manufacturing averages of hourly wages in the Atlantic region and Quebec were below the national average (16 per cent below in the Atlantic region and 11 per cent below in Quebec), the disparity was somewhat less for the nondurable goods than the durable goods industries (16 per cent below the national average for durable goods in the Atlantic region compared with 14 per cent for nondurables; 10 per cent below for durables in Quebec, compared with 8 per cent for nondurables).

Ontario was above the average, with little difference between the relative position of durables and nondurables. In the Prairies, durable goods average hourly earnings were about 9 per cent below the national durable goods average but nondurables were 2 per cent above the national average for that group. Non-durables in British Columbia were considerably more above average, by almost 36 per cent, than durables, higher by 14 per cent.

Chart 6A

Regional Wage Structure* All Manufacturing, Durable Goods and Nondurable Goods, 1965



Note: *The relation of average hourly earnings in each region to the national average which, for all manufacturing, durable goods and nondurable goods manufacturing, respectively, is represented by 100.

Source: Table 5B.

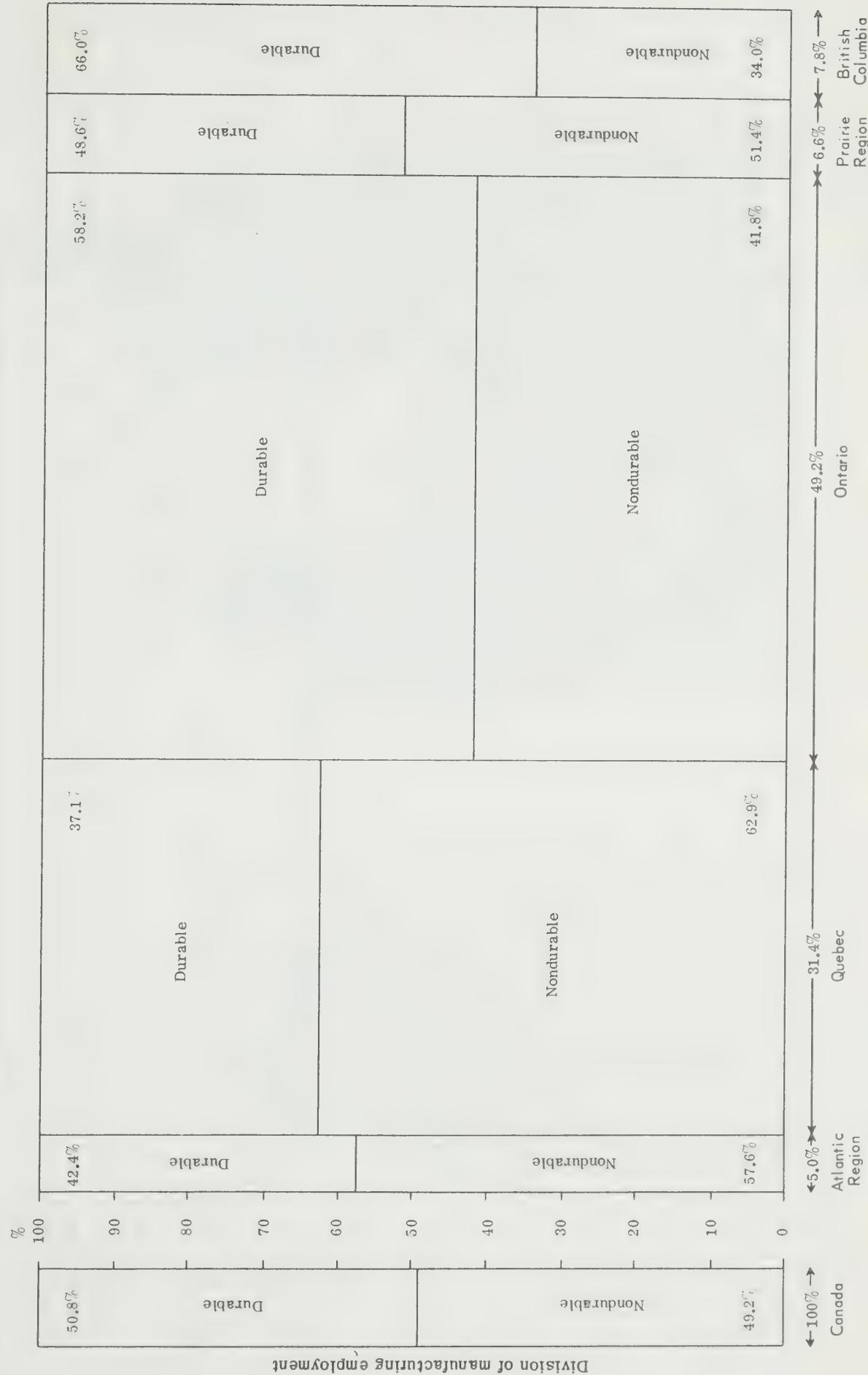
REGIONAL WAGE AND EMPLOYMENT DIFFERENCES (Continued)

Average hourly earnings in nondurable goods industries were, for all Canada in 1965, 19 per cent less than the durable goods average. The fact that employment in the lower-wage nondurable goods industries has been disproportionately high in the Atlantic region and Quebec partly explains their relatively low-wage position. The relatively greater proportion of employment in the higher-wage durable goods industries in Ontario

and British Columbia helps explain their higher wages. Regional differences in distribution of low- and high-wage industries are not the whole explanation, because a high-wage region tends to pull up the wages, even in the lower-wage industries; and conversely in the case of low-wage regions. However, this chart and Charts 6D and 6E show that, in part, regional wage differentials are actually industry differentials.

Chart 6B

Regional Distribution of Wage-Earner Employment, Durable and Nondurable Goods, 1965

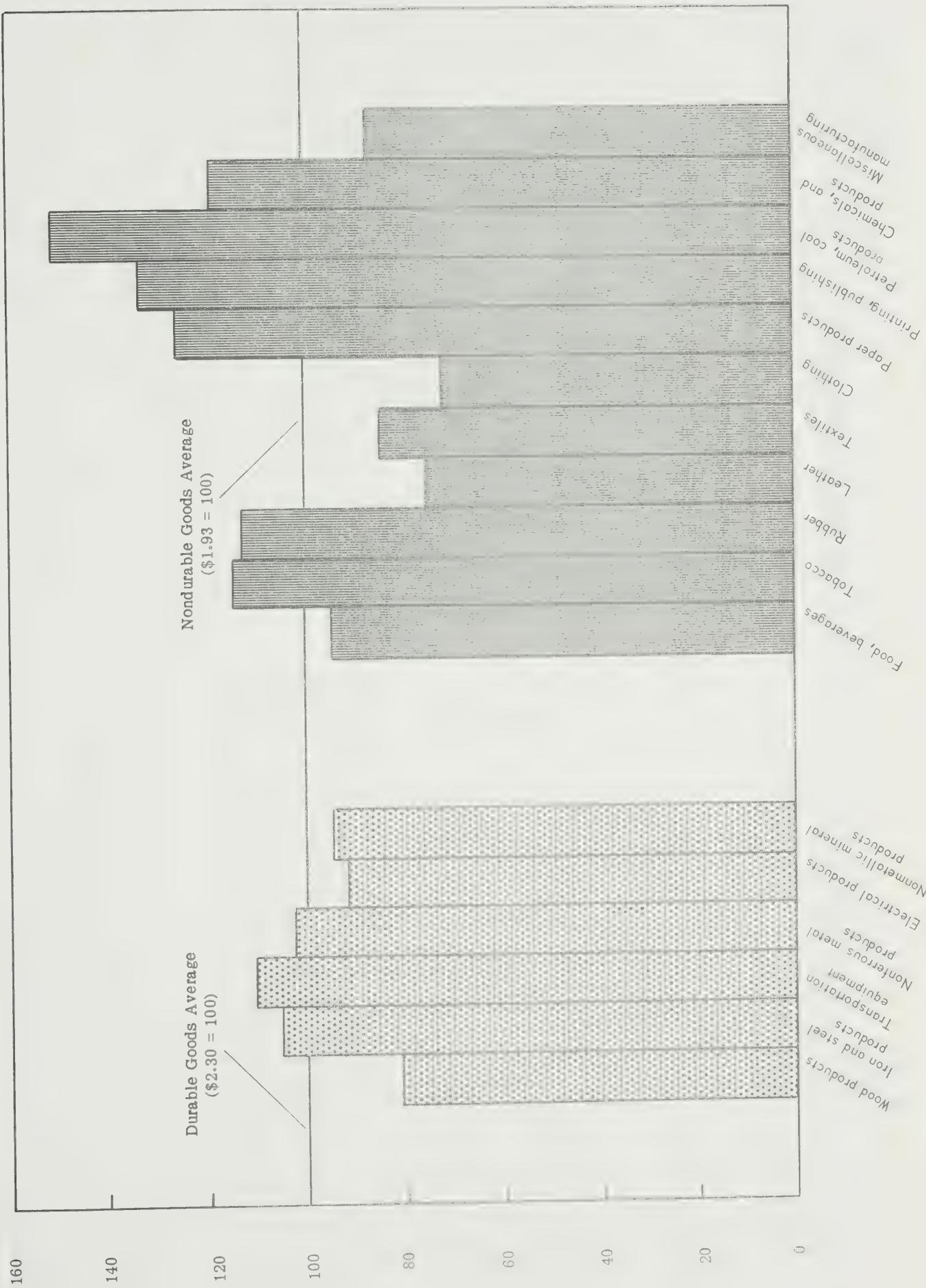


REGIONAL WAGE AND EMPLOYMENT DIFFERENCES (Continued)

While durable goods hourly wages averaged 19 per cent more than nondurable goods wages, there was considerable variation among the industries comprising these two groups. It can be seen that there was much greater interindustry wage variation in the nondurable goods than in the durable goods industries. The two highest-paying manufacturing industries, petroleum and coal products, and printing and publishing, were in the nondurables group, but so were the two lowest-wage industries, clothing, and leather products. The greater concentration of employment in the low-wage industries included in nondurables explains why the nondurables average was below that for durables. It must be emphasized that many of these individual industry categories are broad groups having within themselves high- and low-wage components. (Food and beverages, chemical products, for example; there is no room in this chart presentation to illustrate the differences.) If the high-wage components are more dominant in one region than elsewhere, they will raise the average for the industry in that region; and vice versa if the low-wage components are predominant.

Wage Structure* in Durable Goods and Nondurable Goods Industries, 1965

Chart 6C



Note: *The relation of average hourly earnings in each durable goods industry to the average for all durable goods which is represented by 100; similarly for nondurable goods.

Source: Table 6C.

REGIONAL WAGE AND EMPLOYMENT DIFFERENCES (Continued)

Two of the three dominant durable goods industries in the Atlantic region, transportation equipment, and iron and steel products, were high-wage industries nationally (see Chart 6C) and the other, wood products, had the lowest wages. More detailed figures (which are too many for inclusion in this report) show the lower-wage shipbuilding industry to be the major transportation equipment industry in this region; the high-wage automobile and aircraft industries were predominant in Quebec and Ontario. This – but even more the fact that wood products wages, low anyway, were far more below average in this region than elsewhere – explains the relatively low-wage position of this region indicated on Chart 6A. In short, the low wages in the region can be only partly explained by employment in low-wage industries.

The three durables industries with below-average wages nationally, wood products, electrical apparatus, and non-metallic mineral products, accounted for almost 42 per cent of durable goods employment in Quebec, compared with 36 per cent for the whole country. This explains, at least in part, why Quebec durable goods wages were below the national average (see Chart 6A).

These three industries accounted for slightly less than 30 per cent of durables employment in high-wage Ontario (only in electrical apparatus was the employment proportion higher than the national figure), while the high-wage iron and steel, and transportation equipment industries accounted for almost 63 per cent of the total, compared with 55 per cent for the whole country.

In the Prairies the three durables industries with below average wages nationally accounted for proportionately less of total durable goods employment than in the rest of the country. Furthermore, the two highest-wage industries, iron and steel, and transportation equipment, made up almost 63 per cent of the total, as in Ontario. However, while wages in transportation equipment were at least 10 per cent above the provincial durable goods average in Ontario, they were some 6 per cent below the average for the Prairies. (This is not shown on the charts or accompanying tables because of space limitations.) Therefore local conditions would have to explain the below-average durable goods wages in the Prairies.

In British Columbia the big durable goods industry was wood products (almost 62 per cent of employment), which has been a low-wage industry nationally but considerably less so in this province (nationally, about 19 per cent below the durable goods average; in B.C., only 3 per cent below the provincial average for durables; the west coast wood products industry is in fact quite different from what it is elsewhere in Canada). However, the predominance of this industry, which even in B.C. paid slightly below-average wages, would help explain why durable goods wages in the province did not exceed the national average by an even wider margin.

Please remember that discussion of employment here is confined to wage-earners and discussion of wages is in terms of hourly wages. Salaried employees and their earnings are not taken into account.

Chart 6D

Total Durable Goods Employment by Region, Industry Employment in Durable Goods Within Regions, 1965

1. Wood products
2. Iron and steel products
3. Transportation equipment
4. Nonferrous metal products
5. Electrical products
6. Nonmetallic mineral products



REGIONAL WAGE AND EMPLOYMENT DIFFERENCES (Concluded)

The two predominant nondurables industries in the Atlantic region were food and beverages (52 per cent of nondurables employment) and pulp and paper (29 per cent), together accounting for 81 per cent of employment, compared with 39 per cent in the whole country. The pulp and paper industry has been a high-wage industry nationally (see Chart 6C), and this has been the case in this region also. On the other hand, wages in food and beverages have not only been below average nationally but have been more so on the east coast. This latter fact accounted for the region's relatively low wages in nondurables; however, the pulp and paper industry held the average up sufficiently that the disparity from the national average was less for nondurables than for durables (14 per cent compared with 16 per cent).

In Quebec, the predominance of the low-wage food and beverage, textile, and clothing industries, accounting for almost 58 per cent of the province's nondurables employment compared with 52 per cent nationally, more than offset the influence of the high-wage pulp and paper industry with its 15 per cent of employment, compared with 17 per cent nationally. However, as in the case of the Atlantic region, wages in this latter industry were high enough that the provincial nondurables average fell short of the national average by less than the durables average did (8 per cent, compared with 10 per cent).

nondurables wages almost 5 per cent above the national average for this group of industries.

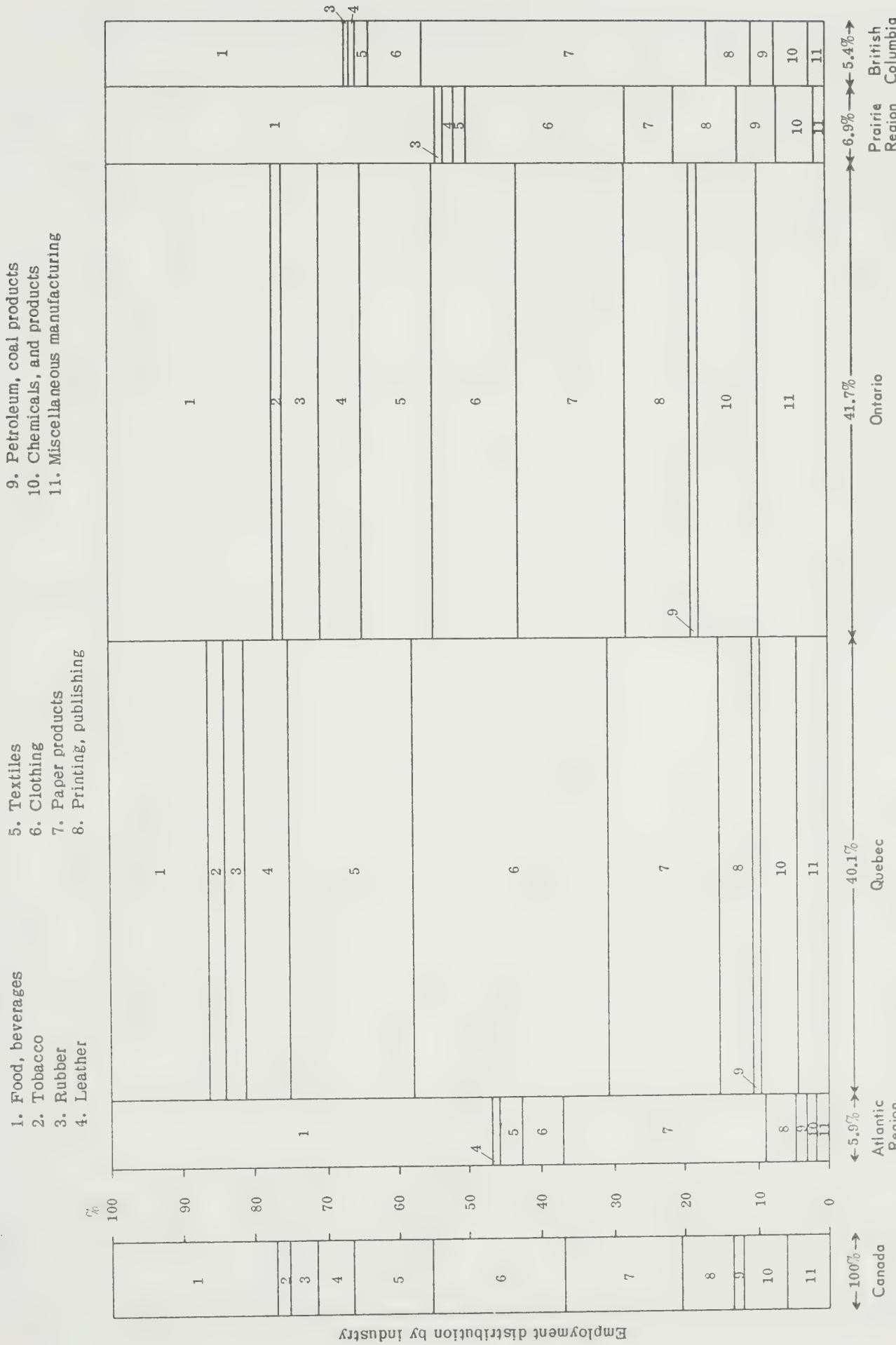
The two big nondurables industries in the Prairies were food and beverages, and clothing, accounting for 67 per cent of employment, compared with 41 per cent for all Canada. Nationally they have been low-wage industries; in spite of this, the region's nondurables average wages were 2 per cent higher than the national average. This is because food and beverages wages, although about 5 per cent below average nationally, were about 6 per cent above the average for this region. The relatively higher wages in this industry, and because it accounted for 41 per cent of the region's nondurables employment, more than offset the fact that wages in clothing were even more below average here than elsewhere.

The fact that the high-wage pulp and paper industry accounted for almost half of B.C. nondurables employment, compared with 17 per cent for all Canada and that, aside from food and beverages, the low-wage industries were substantially "underrepresented" would explain not only why nondurables wages in the province were not only above average, but so much more than durables, which was affected by a preponderance of one relatively low-wage industry, wood products. (B.C. durables wages were 14 per cent higher than the national average but nondurables were 36 per cent higher — see Chart 6A).

Ontario's distribution of nondurables employment was close to the national norm. Having slightly less employment in the low-wage industries than the national proportion (59 per cent compared with 63 per cent) helped bring Ontario's average

Please remember that discussion of employment here is confined to wage-earners and discussion of wages is in terms of hourly wages. Salaried employees and their earnings are not taken into account.

Chart 6E
Total Nondurable Goods Employment by Region*



Note: *The absence of a number in a region indicates the absence of that industry.

Source: Tables 6B, 6D.

The movement of wages and salaries in some industries conformed pretty well to the all-industry trend; these industries were manufacturing, mining, transportation, retail and wholesale trade, and finance.

The forestry and construction industries diverged somewhat

from the general trend. Forestry pulled ahead rapidly after 1960, construction after 1961. Earnings in public utilities and services increased a little more rapidly than the all-industry average, but the service industry continued to be well below average throughout this period.

Chart 7A
Weekly Wages and Salaries (Annual Averages), Major Industries

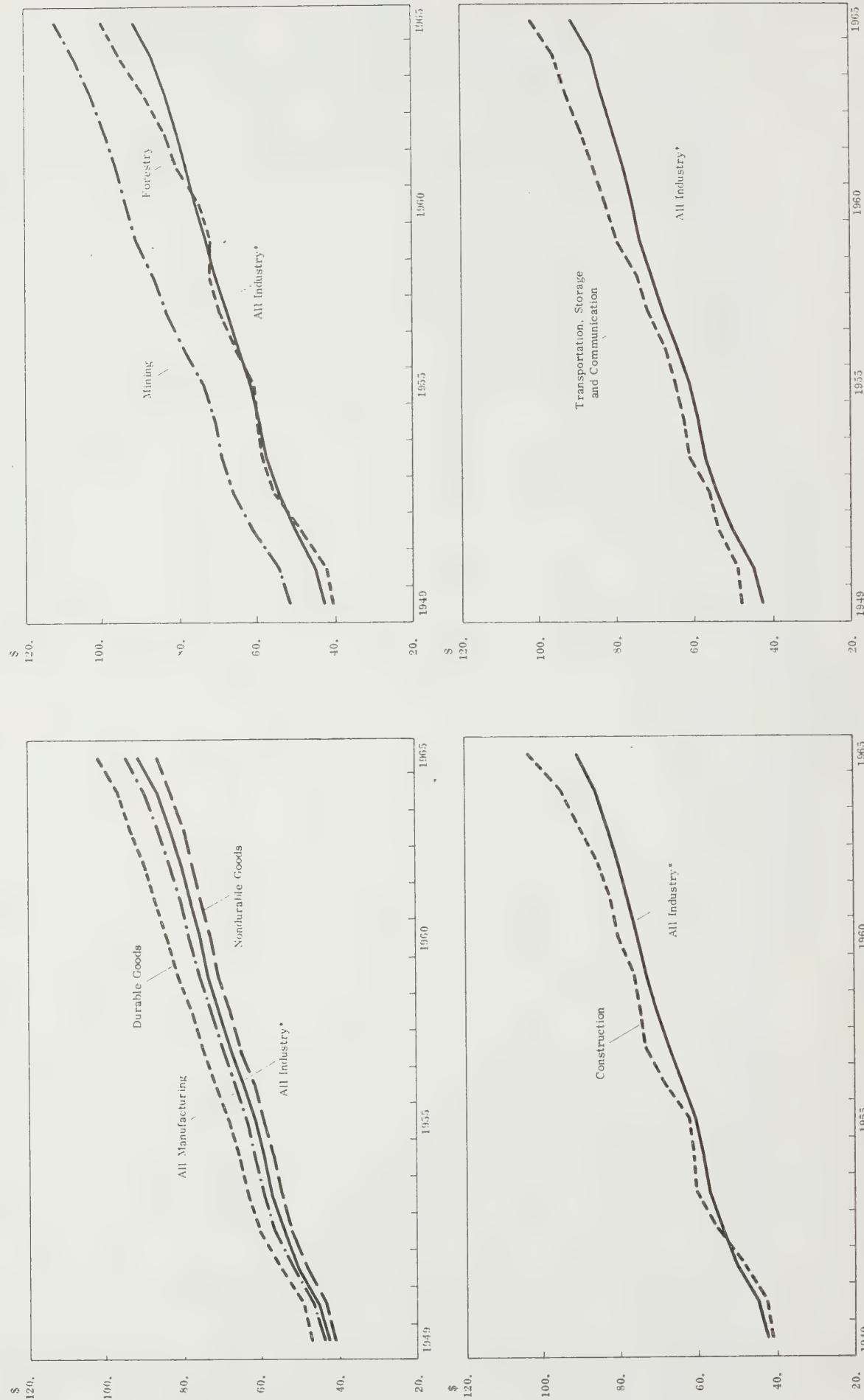
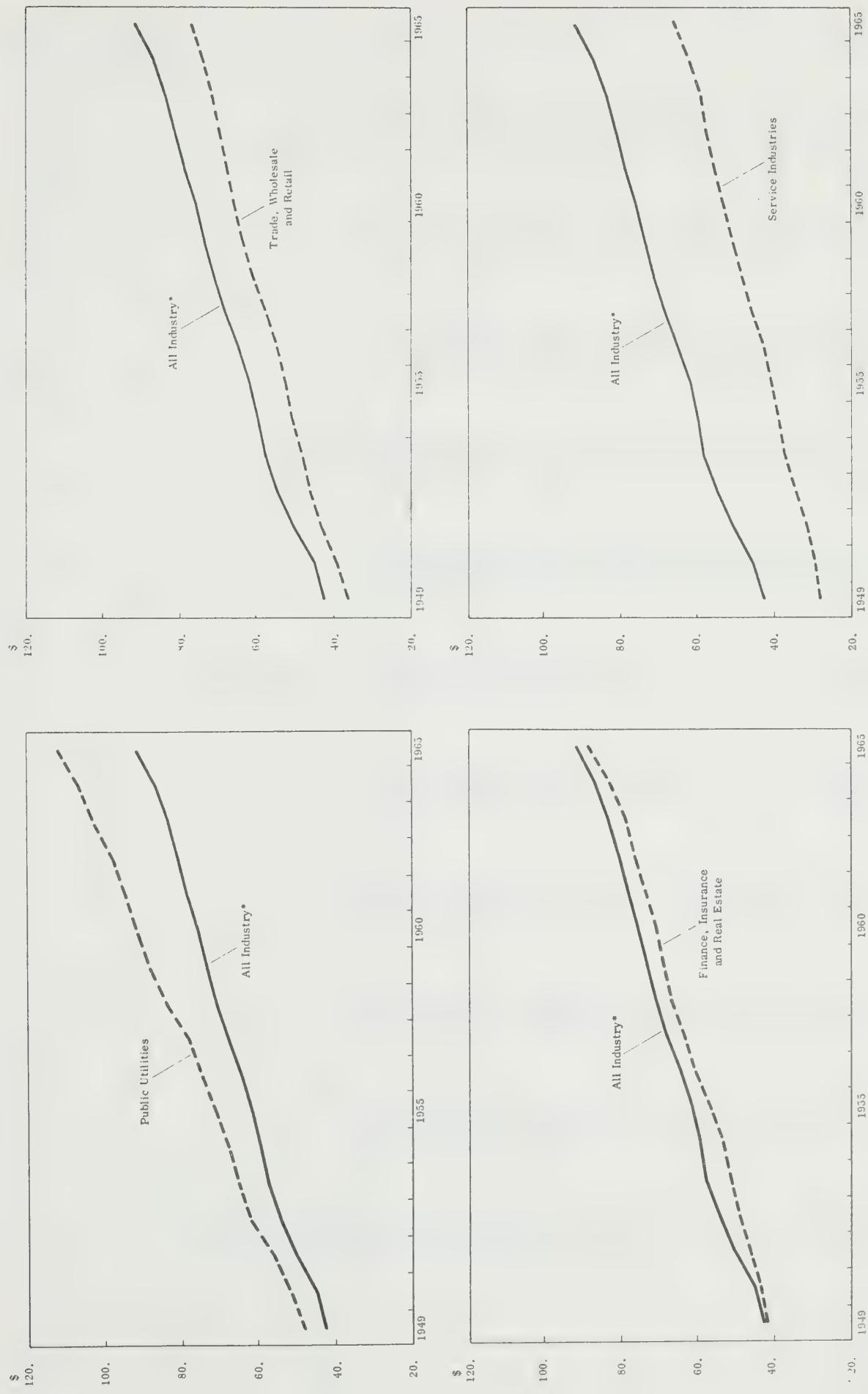


Chart 7A (Concluded)



Note: * "All industry" comprises forestry, mining, manufacturing, construction, transportation and utilities, trade, finance and service.
 Source: Table 4B.

INDUSTRY WAGE AND SALARY TRENDS (Concluded)

Wages and salaries increased considerably more than average in forestry, construction, public utilities, and the service industries; all the other industries were within 5 per cent of the all-industry average of 112 per cent. The different rates of growth caused some changes in the rank of industries by wages and salaries paid (the 1965 levels are indicated in Chart 4A.)

Mining retained first rank in 1949 and 1965.

Transportation, storage and communications dropped from second position in 1949 to fourth in 1965.

Public utilities moved up from third to second position.

Manufacturing dropped from fourth to sixth place.

Finance moved down from fifth to seventh.

Construction moved up from sixth to third.

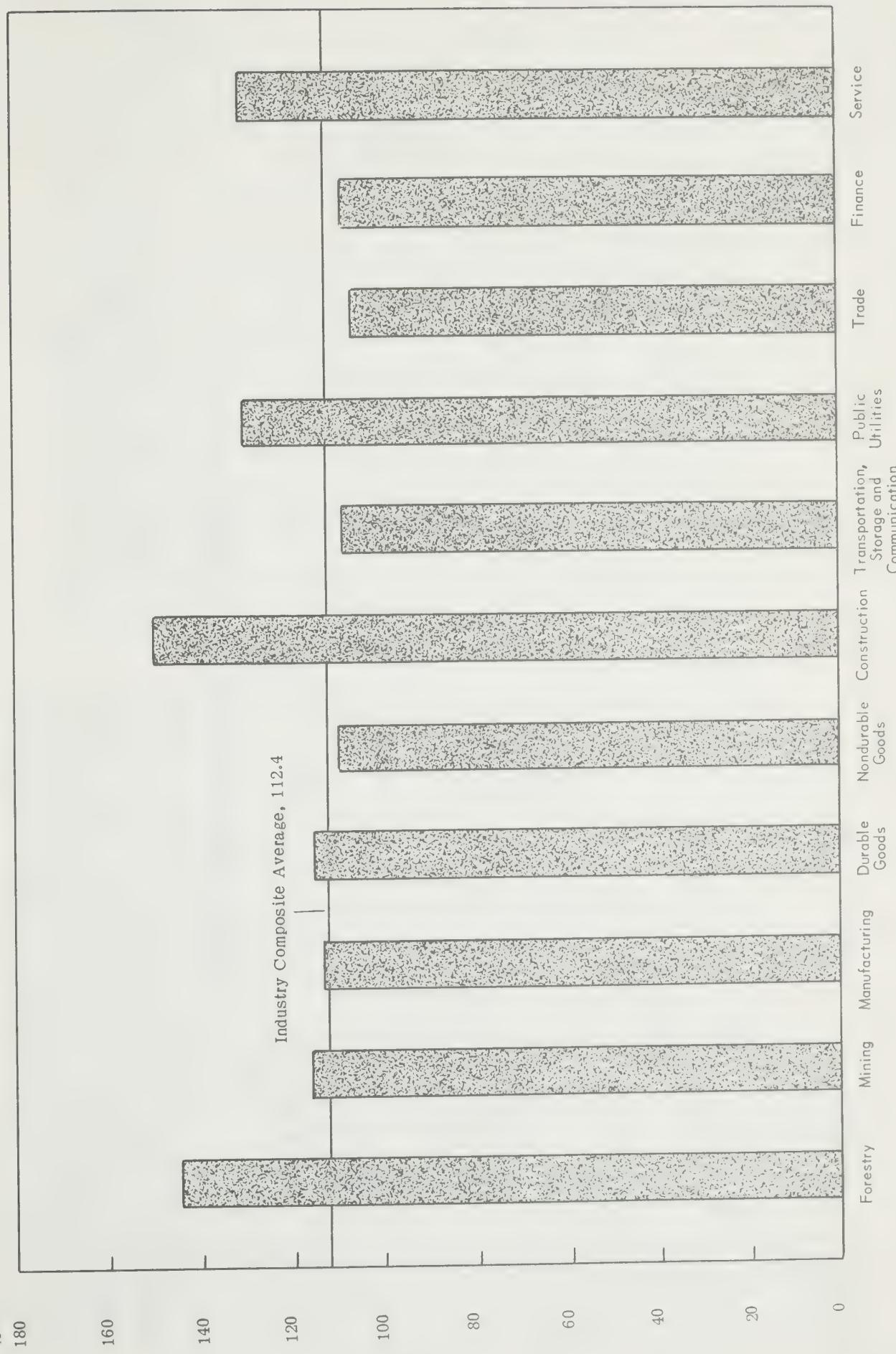
Forestry moved up from seventh to fifth.

Trade and services retained their eighth and ninth ranks respectively.

The gap between the highest and lowest, that is, between mining and the service industries, narrowed slightly, from 84 per cent to 72 per cent.

Chart 7B

Growth Rates Compared, Weekly Wages and Salaries, 1949 to 1965, by Industry



Note: *This represents the percentage increase between 1949 and 1965.
 Source: Table 4B.

⑧

MANUFACTURING WAGE AND SALARY TRENDS, 1949 TO 1965

The reduction by about two hours, or 5 per cent, of weekly hours of work between 1950 and 1958 did not slow down the growth of weekly earnings in manufacturing; hourly earnings increased enough to make up the difference. The slight increase between 1960 and 1962 in weekly hours worked offset the slower rate of increase of hourly earnings, thus maintaining the growth rate of weekly wages.

Rising consumer prices caused "real" weekly wages to increase about half as much as money wages. The acceleration of consumer prices since 1962 offset much of the value of the larger increases in money wages between 1962 and 1965.

Chart 8A

Hourly and Weekly Wages and Hours of Work

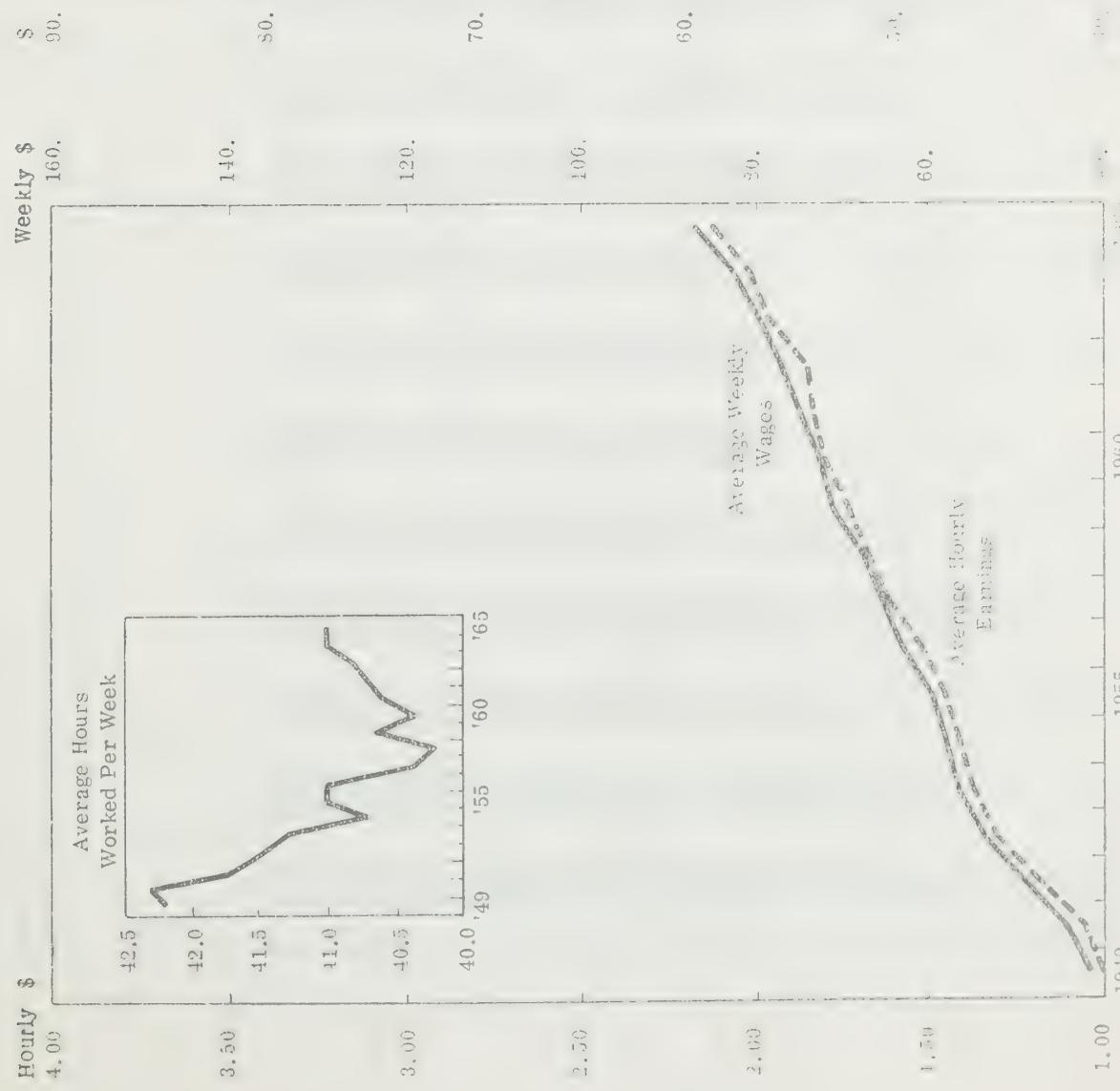
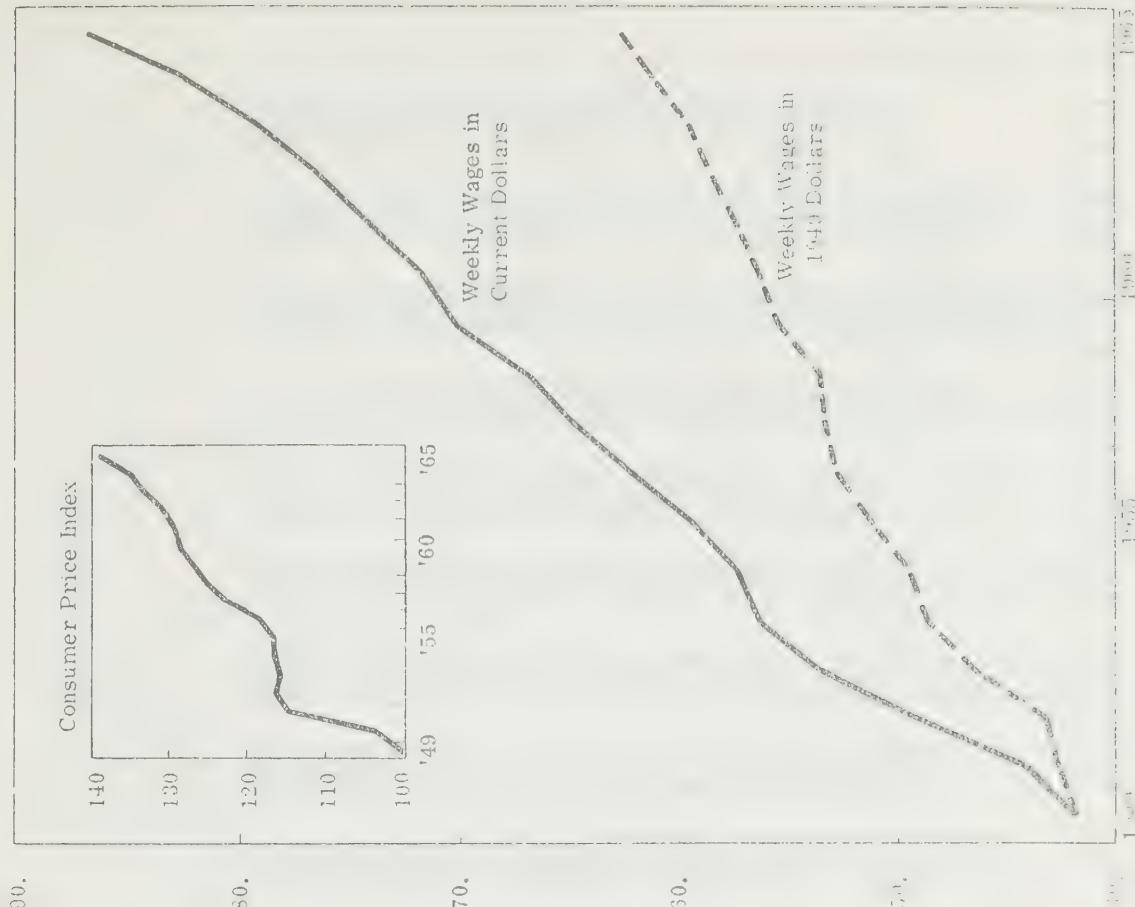


Chart 8B

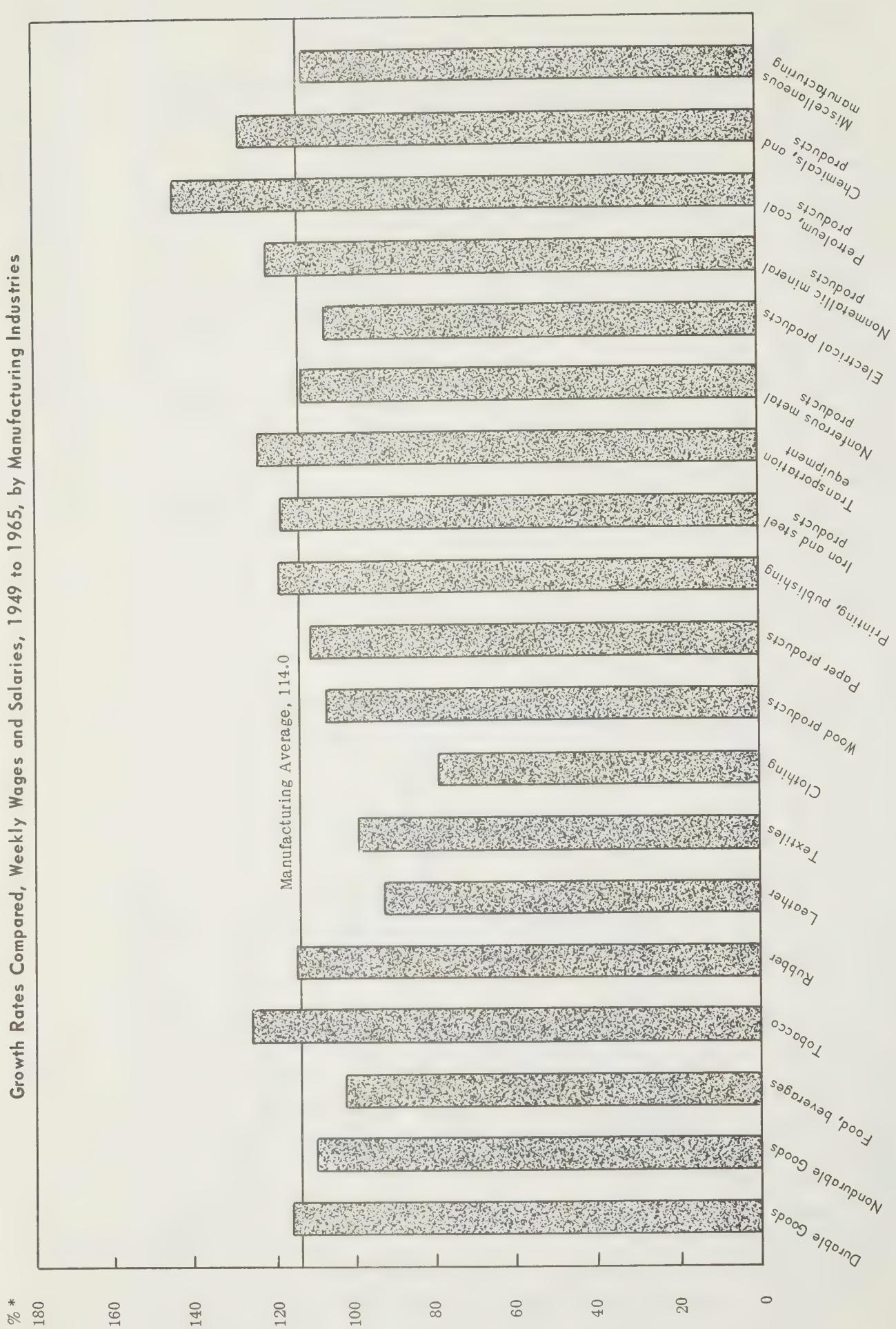
Money Wages and "Real" * Wages



*Current wages are the money wages reported for each year, while the "real" wages are meant to show trend in wages in terms of their purchasing power. This is done by expressing "real" wages in 1949 dollars, obtained by dividing average weekly wages for the year by the Consumer Price Index (1949 = 100) for the year.

Source: Table 8B.

Chart 8C



Note: *This represents the percentage increase between 1949 and 1965.

Source: Table 8C-2.

In only three industries was there any notable difference between the growth of weekly wages and salaries and of hourly wages. These were tobacco products, and pulp and paper, where hourly wages showed greater growth, and electrical apparatus, where the opposite was the case. (It must be borne in mind that the weekly wages and salaries data

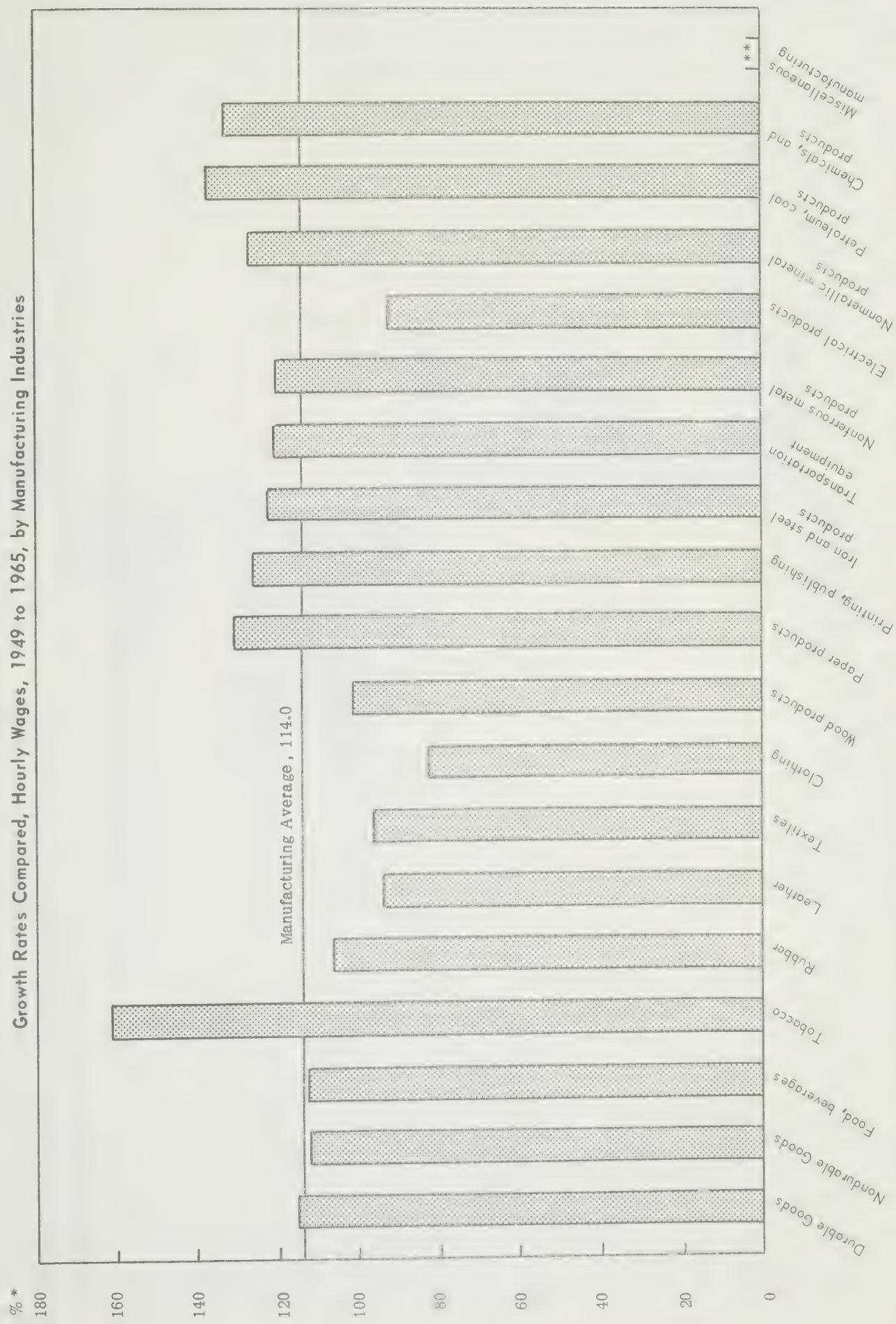
include the weekly wages component, based on hourly wages, so that growth of the latter, while depicted separately, is also included in the former, in weekly terms.)

Of course, all wages and salaries increased over this 17-year period; the all-manufacturing rate of growth (which, coincidentally,

was the same for weekly wages and salaries and for hourly wages) was 114 per cent. However, the increases ranged widely among industries from, in the case of weekly wages and salaries, a low of 80 per cent for clothing to a high of 144 per cent for petroleum and coal products, and, in the case of hourly wages, from a low of 83 per cent

for clothing to a high of 16.2 per cent for tobacco products. The tendency was (with some significant exceptions) for earnings to show the least growth in those industries where they ranked lowest in 1949 and to grow most where they ranked highest. The effect of this is illustrated in Charts 8E, 8F and 8G.

Chart 8D
Growth Rates Compared. Hourly Wages, 1949 to 1965, by Manufacturing Industries



Note: *This represents the percentage increase between 1949 and 1965.

*This represents the percent

Table 8D

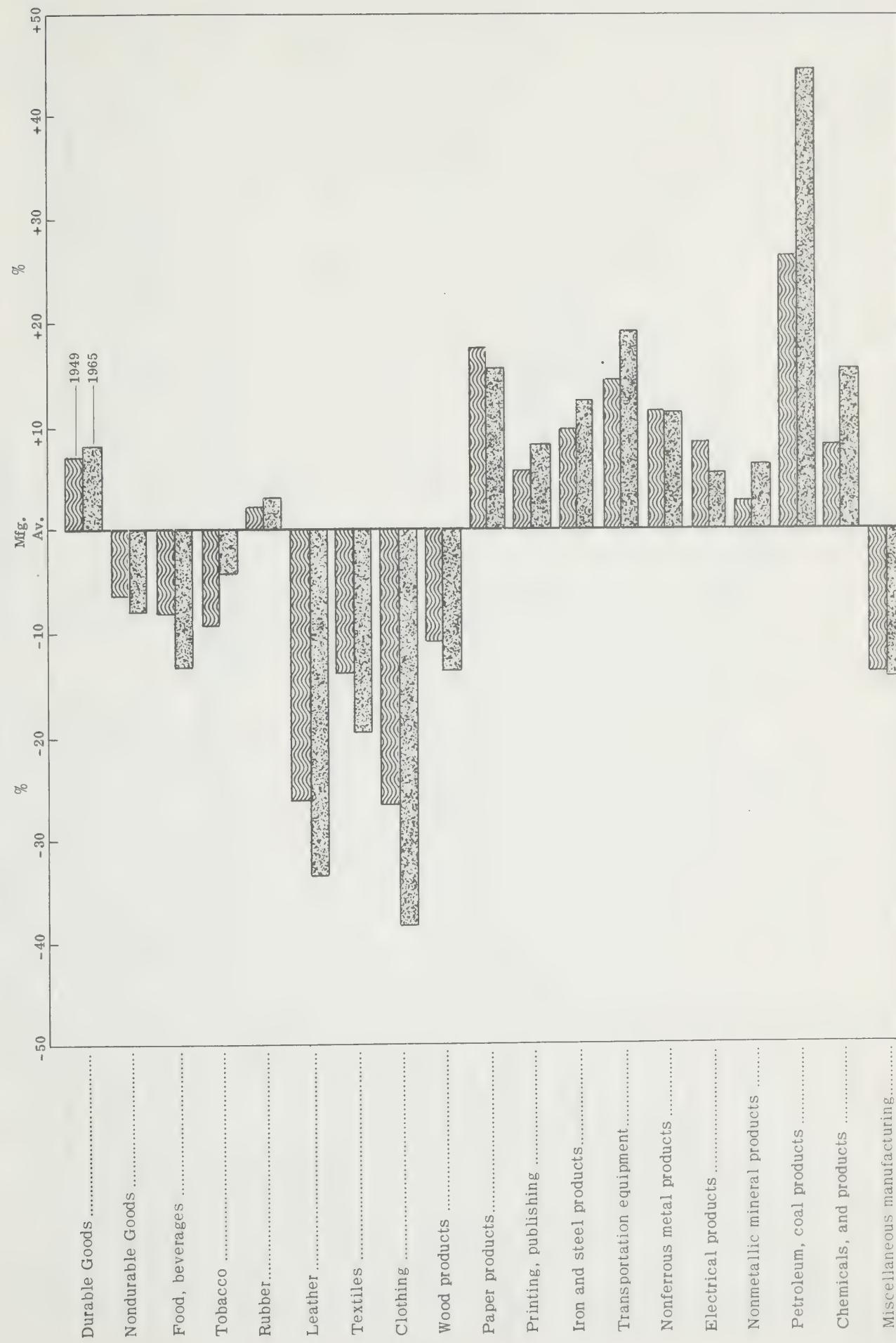
MANUFACTURING WAGE AND SALARY TRENDS (Continued)

In terms of weekly wages and salaries, every manufacturing industry that was below the all-manufacturing average in 1949 was still below in 1965 and those that were above average stayed that way. Furthermore, in most cases the situation compounded itself. The below-average industries were even more below average by 1965, except for tobacco products,

while miscellaneous manufacturing showed very little change. Six of the ten above-average industries were even more above average by 1965, rubber products and nonferrous metal products remained almost stationary, while pulp and paper slipped slightly, and electrical apparatus and supplies slipped a little more.

Chart 8E

Structure* of Weekly Wages and Salaries, Manufacturing Industries, 1949 and 1965



Note: * The relation of average weekly wages and salaries in individual manufacturing industries to the all-manufacturing average expressed as percentage above or below that average; shown for 1949 and 1965.

Source: Table 8C-2.

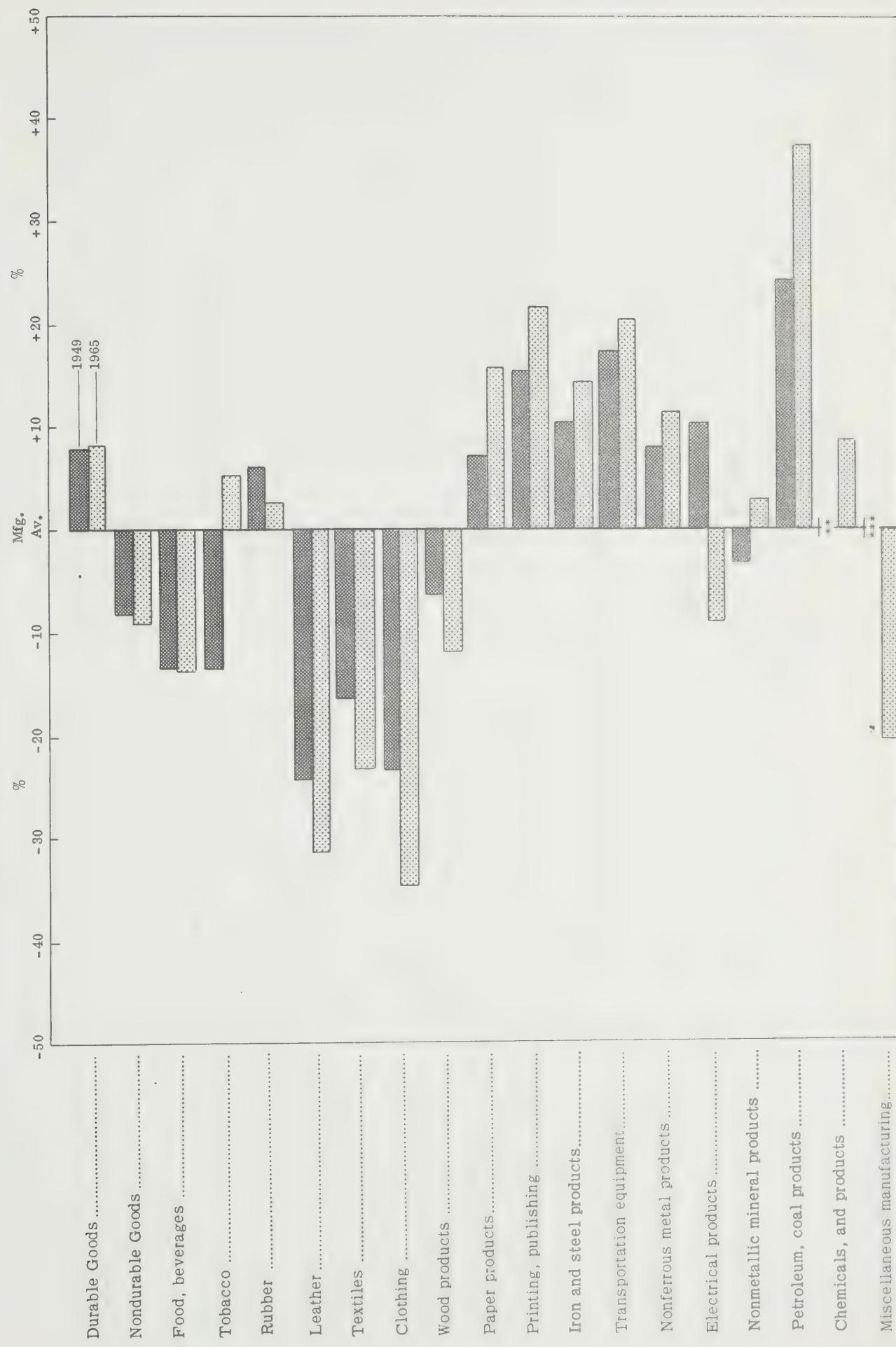
MANUFACTURING WAGE AND SALARY TRENDS (Continued)

Hourly wages were below average in six manufacturing industries in 1949, above average in eight, right on the line in one (chemical products) and the 1949 data were lacking for one (miscellaneous manufacturing). By 1965 two industries (tobacco products, and nonmetallic mineral products) had moved from a below-average to an above-average position, one (chemical products) moved from average to above average, and one

(electrical apparatus) from above average to slightly below. However, four of the below-average industries were even more below average by 1965, and one (food and beverages) hardly changed; six of the above-average industries showed a further advantage by 1965, with only one (rubber products) losing some of its advantage.

Chart 8F

Structure* of Hourly Wages, Manufacturing Industries, 1949 and 1965



Note: * The relation of average hourly earnings, in individual manufacturing industries, to the all-manufacturing average, expressed as percentage above or below that average; shown for 1949 and 1965.

** Chemical earnings in 1949 were the same as manufacturing.

*** 1949 data not available for this industry.

Source: Table 8D.

MANUFACTURING WAGE AND SALARY TRENDS (Continued)

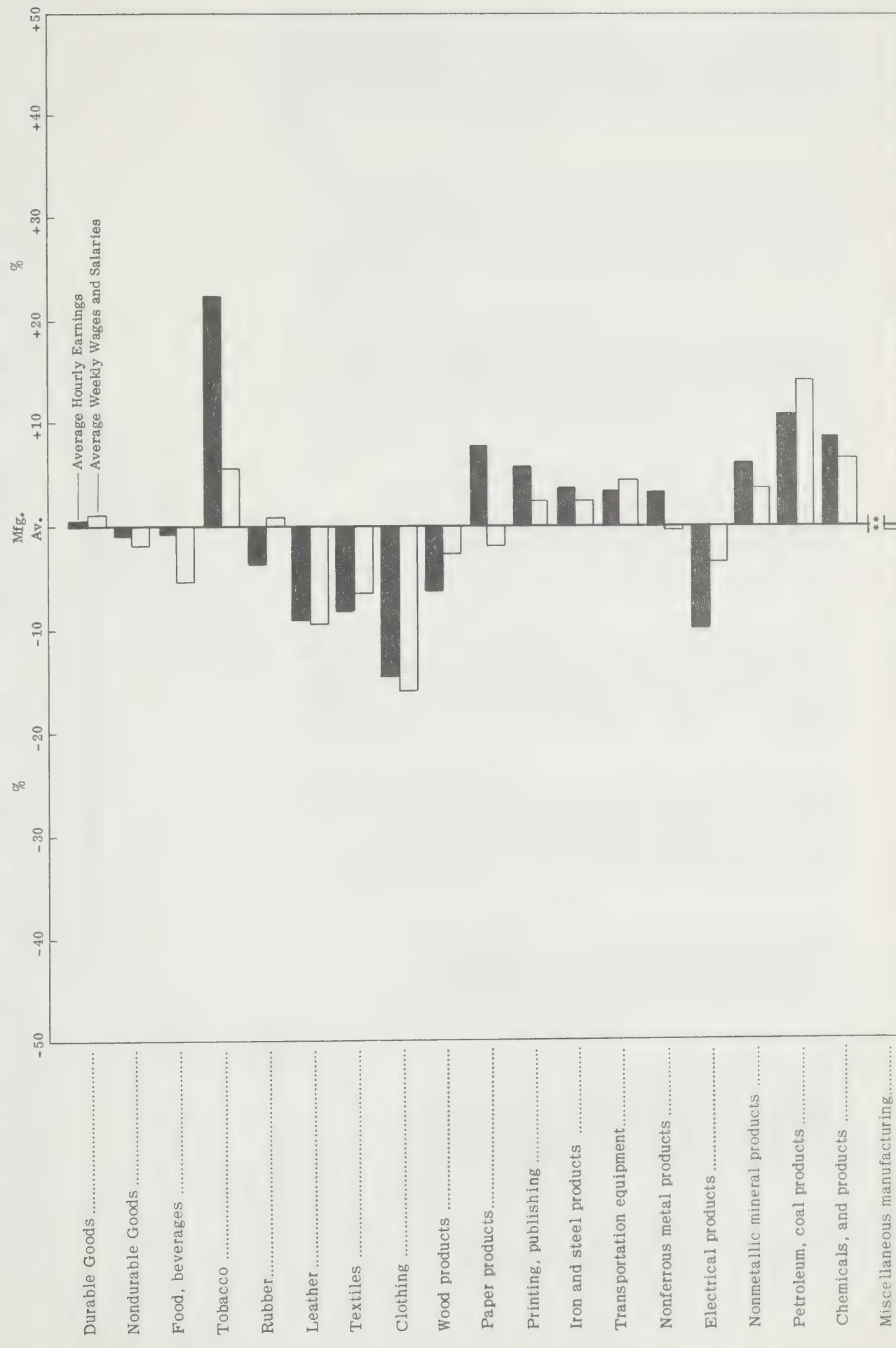
The cause of improvement or deterioration, between 1949 and 1965, of an industry's position with respect to weekly wages and salaries or hourly wages (see Charts 8E and 8F) was whether its employee earnings increased more or less rapidly than the average rate of growth.

With respect to wages and salaries, the industries with greater-than-average growth (to the right of the vertical line representing the all-manufacturing average) increased their margin of advantage (printing, iron and steel, transportation equipment, nonmetallic mineral products, petroleum and coal products, and chemicals) or, in the case of tobacco products, reduced the margin of disadvantage. (These changes and those now to be described are depicted on Chart 8E.) The industries with a below-average rate of growth exhibited a further deterioration of their relative position (food and beverages, leather, textiles, clothing, wood products) or some reduction in their margin of advantage (pulp and paper, electrical apparatus). In three industries (rubber, nonferrous metal products, miscellaneous manufacturing) the difference from the average was so slight as to constitute no change in position.

For hourly wages of the industries with a greater-than-average rate of growth, two (tobacco and nonmetallic mineral products) reversed their position from below to above average, one (chemicals) moved from equivalence with the all-manufacturing average to an above-average position, and the others (pulp and paper, printing, iron and steel, transportation equipment, nonferrous metal products) improved their above-average margin. (These changes and the following ones are depicted on Chart 8F.) Where the rate of increase was less than average, one industry (rubber) shifted from being above average in 1949 to below average in 1965, four industries showed a further deterioration in their relative position (leather, textiles, clothing, wood products), and one industry (electrical products) dropped from an above-average position to virtual equality with the average. Food and beverages hourly wages moved at about the average rate with no appreciable change occurring in their relative position. (Data for miscellaneous manufacturing were not available for 1949.)

Chart 8G

Relative Growth*, Hourly Wages, Weekly Wages and Salaries, Manufacturing Industries, 1949 to 1965



Note: * For each industry this represents a comparison of the rate of growth in that industry with the rate for all manufacturing, illustrated by the extent to which, in percentage terms, the industry rate was greater or less.

** 1949 data on average hourly earnings not available for this industry.

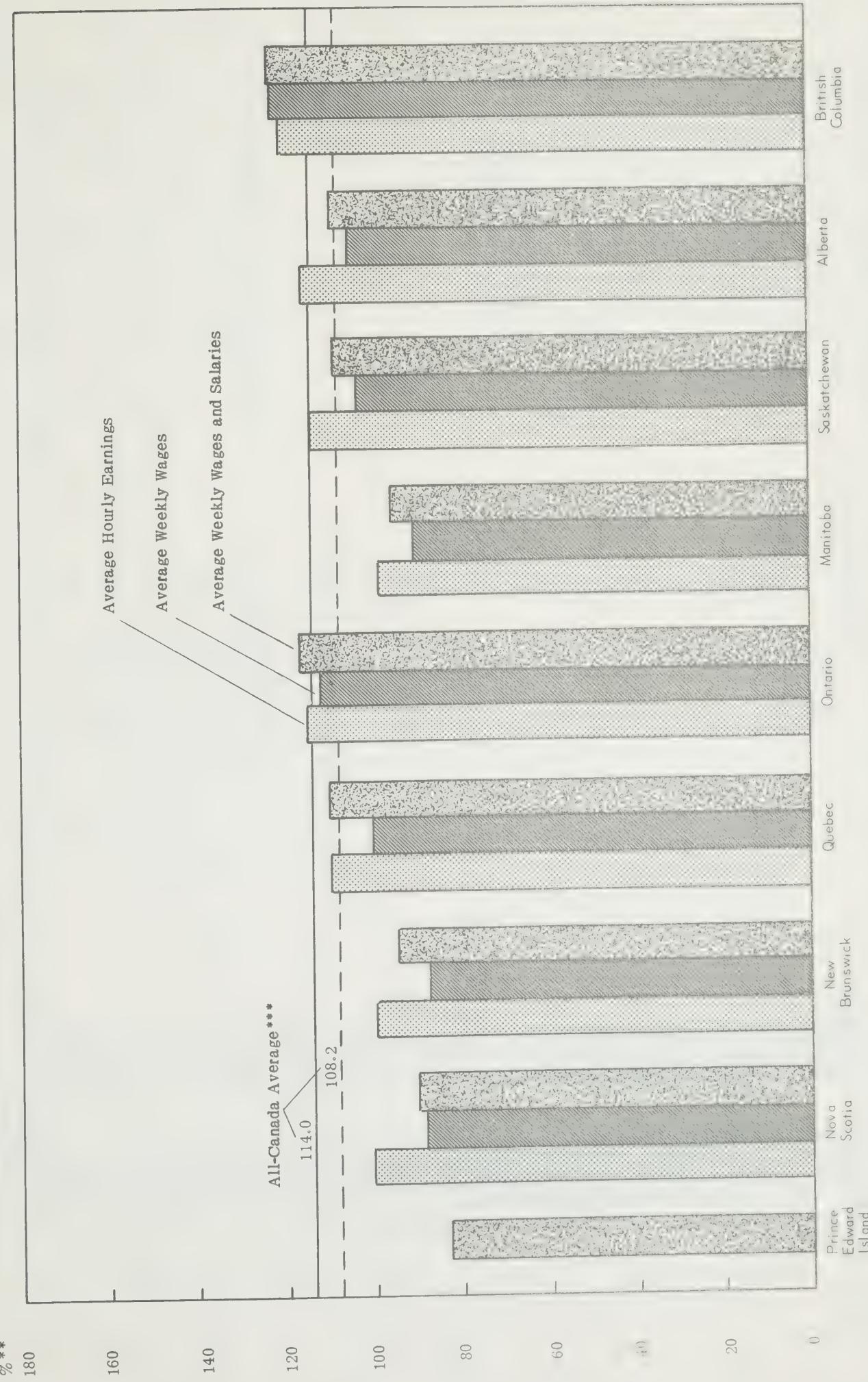
Source: Tables 8C-2, 8D.

MANUFACTURING WAGE AND SALARY TRENDS (Concluded)

A comparison with Chart 5C shows that the provinces with above-average employee earnings in 1965 were those where these earnings increased by more than the national rate. The opposite was true for the below-average provinces. This is consistent with the analysis of industry variation covered in Chart 8G.

Chart 8H

Growth Rates Compared, by Province*, Hourly Wages, Weekly Wages, Weekly Wages and Salaries, All Manufacturing, 1949 to 1965



Note: *Data not available for Newfoundland, and not available on average hourly earnings or average weekly wages for Prince Edward Island.

**This represents the percentage increase between 1949 and 1965.

***For all-Canada average, hourly earnings and average weekly wages and salaries both increased at the same rate of 114.0 per cent, while average weekly wages increased at the rate of 108.2 per cent.

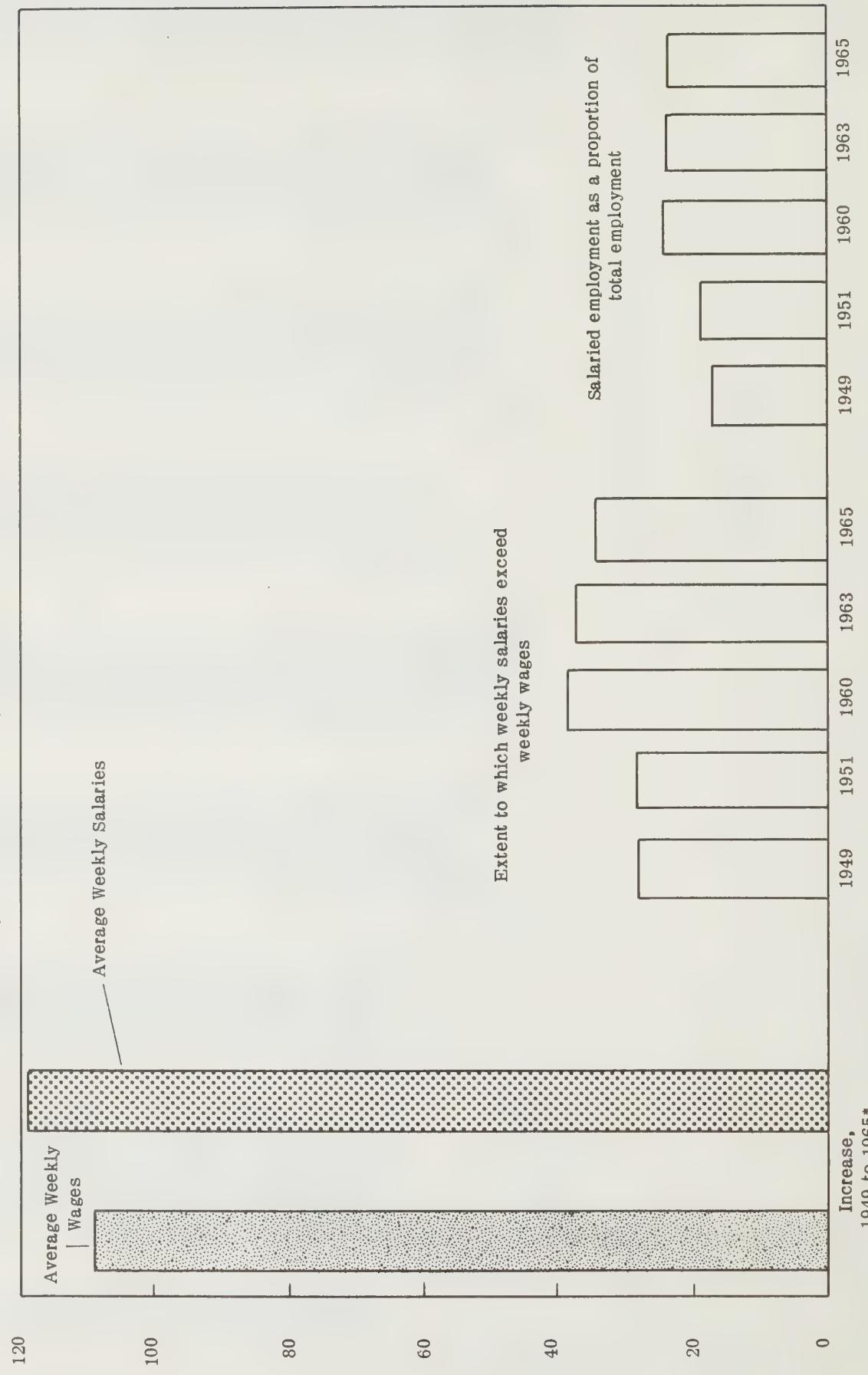
Source: Table 8H.

Weekly salaries in manufacturing increased a little more than weekly wages. (The distinction between a wage and salary is made in the comment related to Chart 4B.) This meant an increase in the extent to which salaries exceeded wages.

The increase took place between 1951 and 1960. Over the same period there has been an increase in the proportion of manufacturing employment accounted for by salaried personnel; by 1965 it had reached 24 per cent.

Chart 9A

Growth Rates Compared, Trend in Salary-Wage Ratios, All Manufacturing, 1949 to 1965

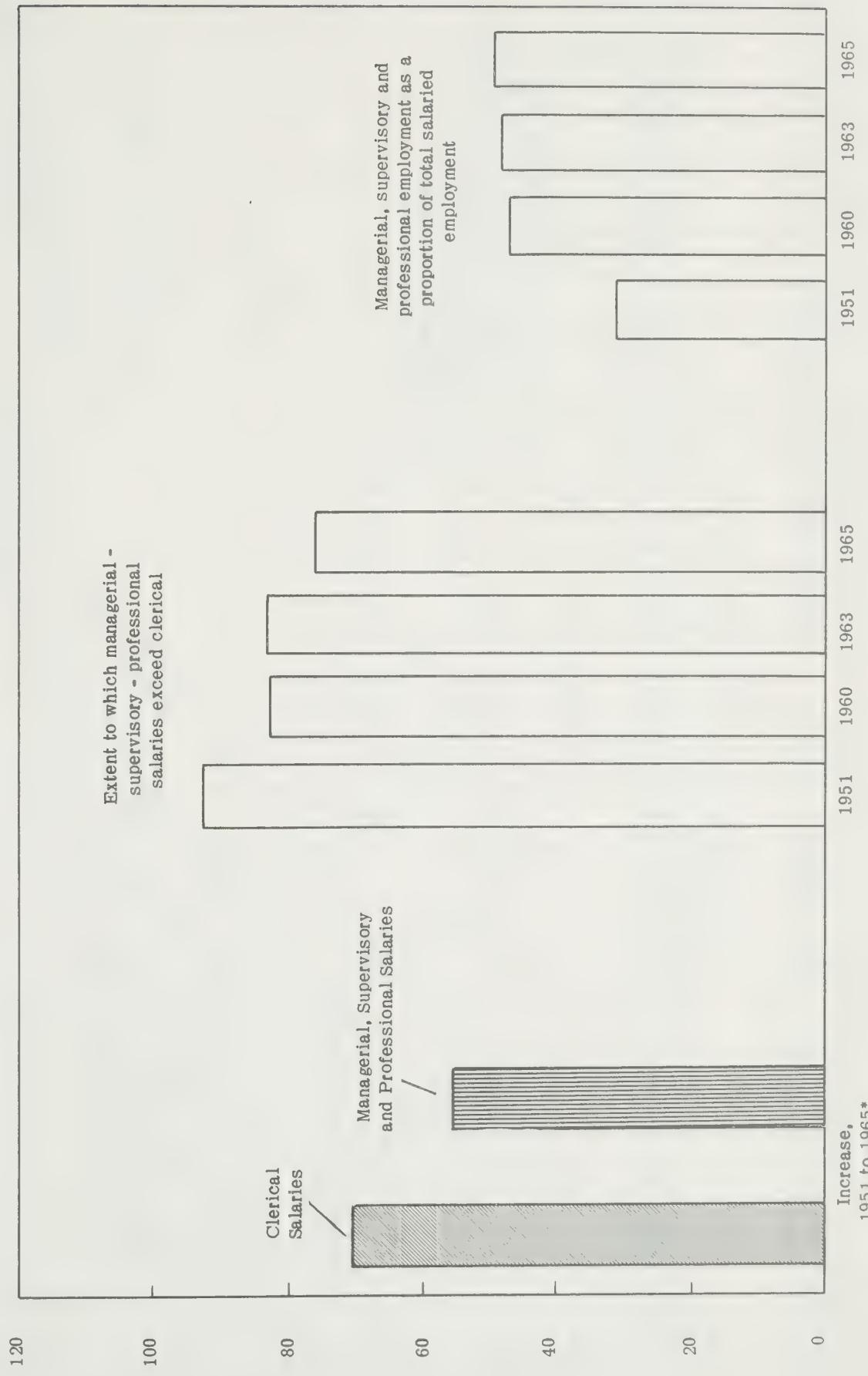


Note: *This represents the percentage increase between 1949 and 1965.
 Source: Table 9A.

General office salaries increased more than the average for managerial, supervisory and professional employees. The result was a reduction in the ratio of the salaries of the former to the latter. However, managerial-supervisory-professional salaries still averaged 76 per cent more than those of the general office and

clerical group in 1965. While the higher-paid salaried group constituted less than one third of all salaried employees in 1951 (data were not available for 1949, the year used in most of the comparisons in these charts), they shared total employment almost equally with the general office group by 1965.

Chart 9B
Salaries Divided into Two Classes, All Manufacturing



Note: *This represents the percentage increase between 1951 and 1965.
Source: Table 9B.

10 SKILL DIFFERENTIALS

50

Over almost three decades the premium on skills has declined for most jobs. For most of the job rates examined here, the differential widened between 1923-29 and 1930-33. The gap narrowed dramatically during the war years, almost without exception (furniture upholsterers and municipal electricians were exceptions). During

the first postwar decade most differentials either held steady or showed further narrowing. Since then the premium on the skilled job has declined noticeably in only half of the cases. (What is said here applies to the sample of jobs examined, but the evidence in Charts 10B, 10C and 10E exhibits a similar trend.)

Chart 10A
Differentials for Selected Jobs, 1923 to 1933, 1943 to 1965

The differential in each case is expressed as the percentage by which the rate for the job shown exceeds the labour rate (in printing and publishing the rate is for bindery girls) in the same industry and in the same location, where one is given. In all cases the comparison is between hourly rates of pay.

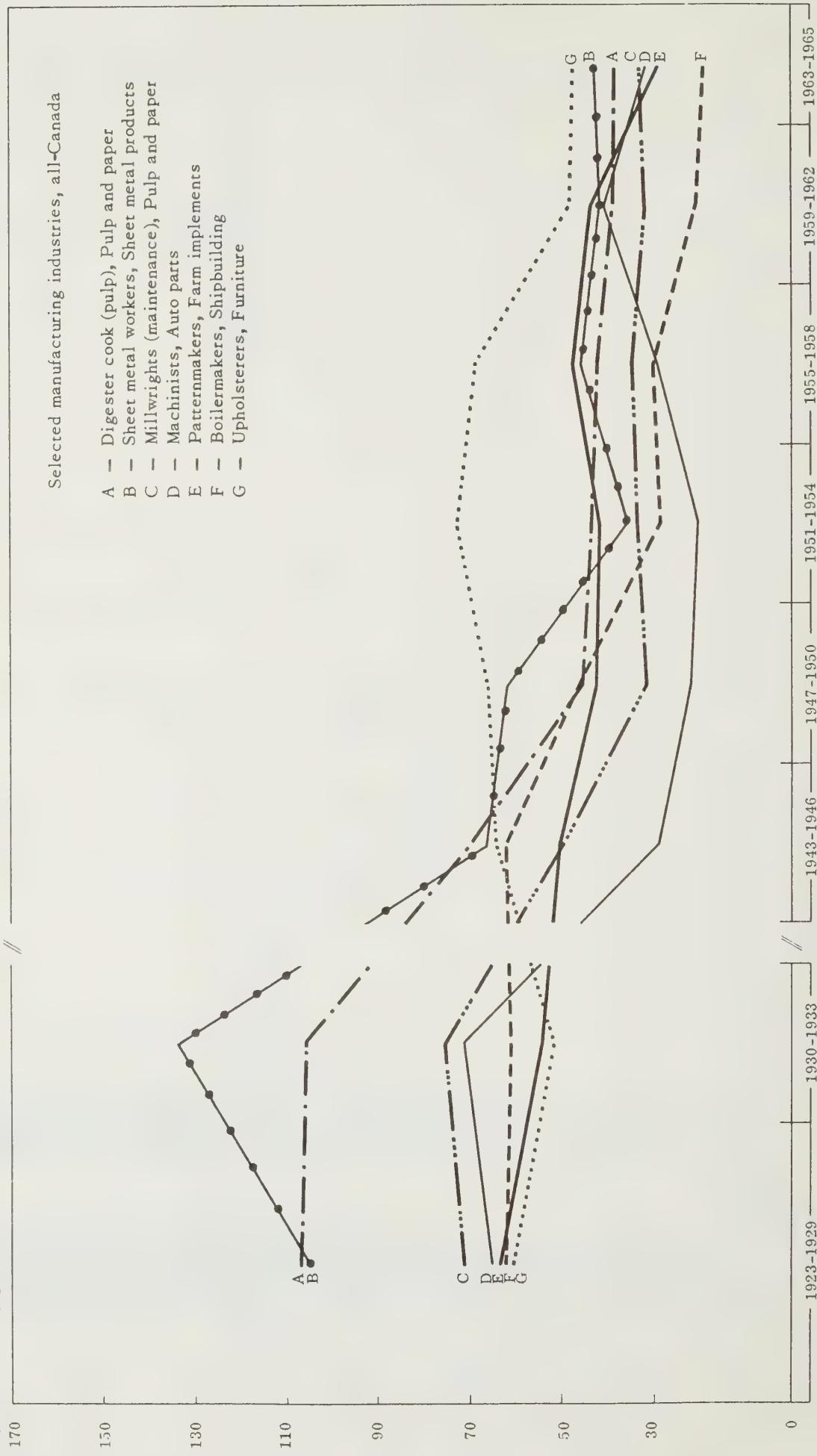
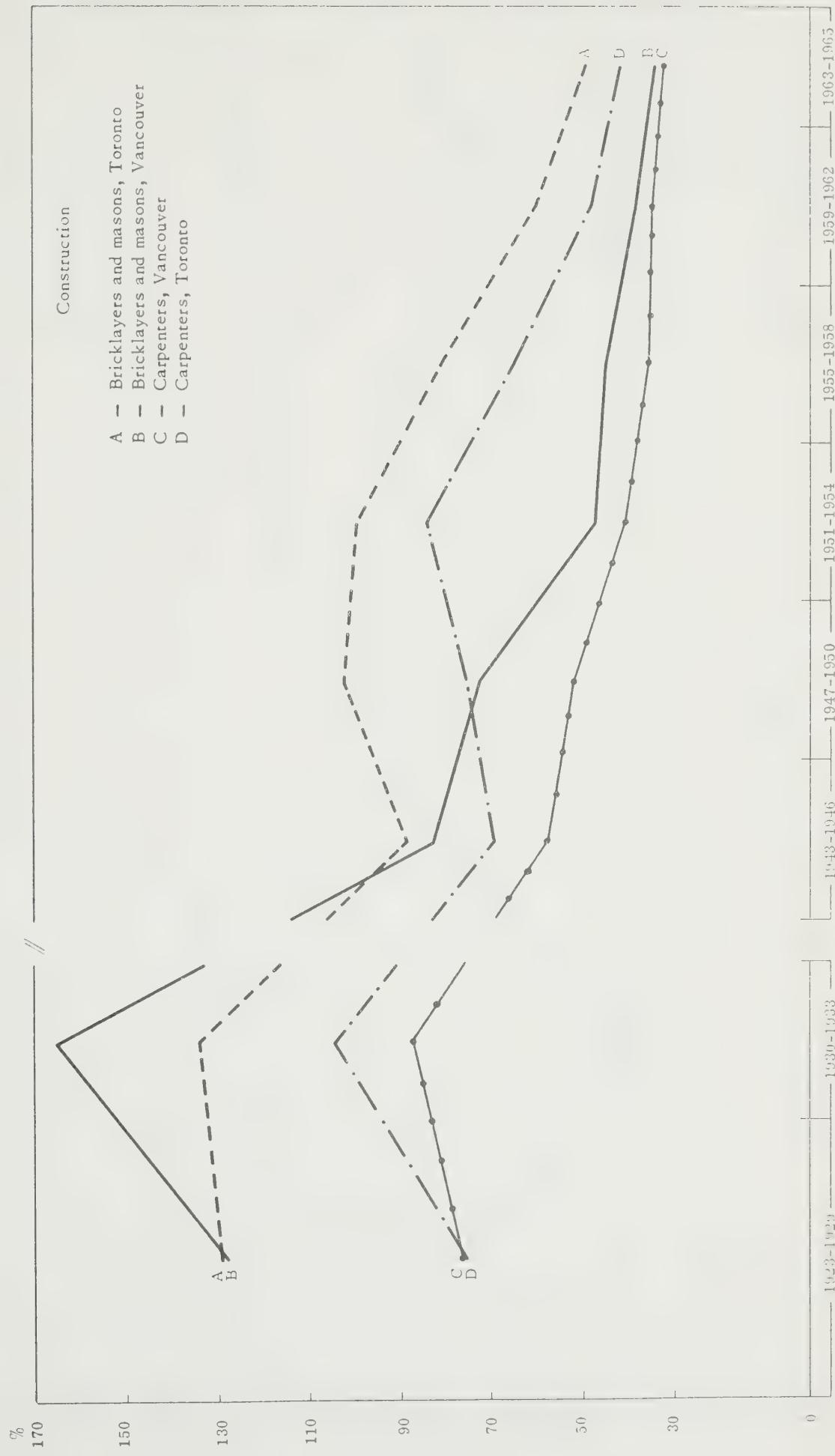


Chart 10A (Continued)



SKILL DIFFERENTIALS (Continued)

Chart 10A (Continued)

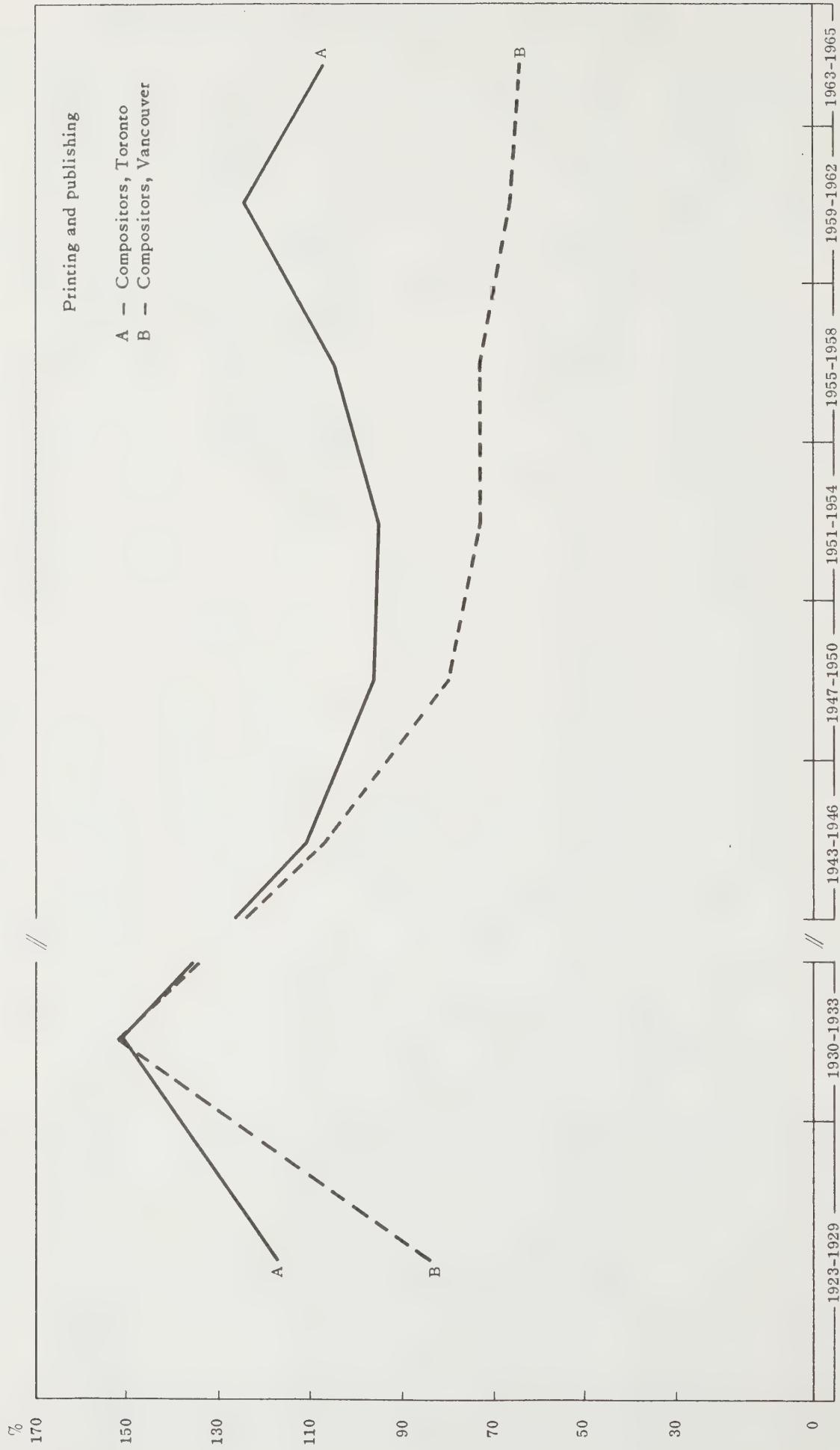


Chart 10A (Concluded)



Source: Table 10A, based on a table in H.D. Woods and Sylvia Ostry: *Labour Policy and Labour Economics in Canada*, 1962.

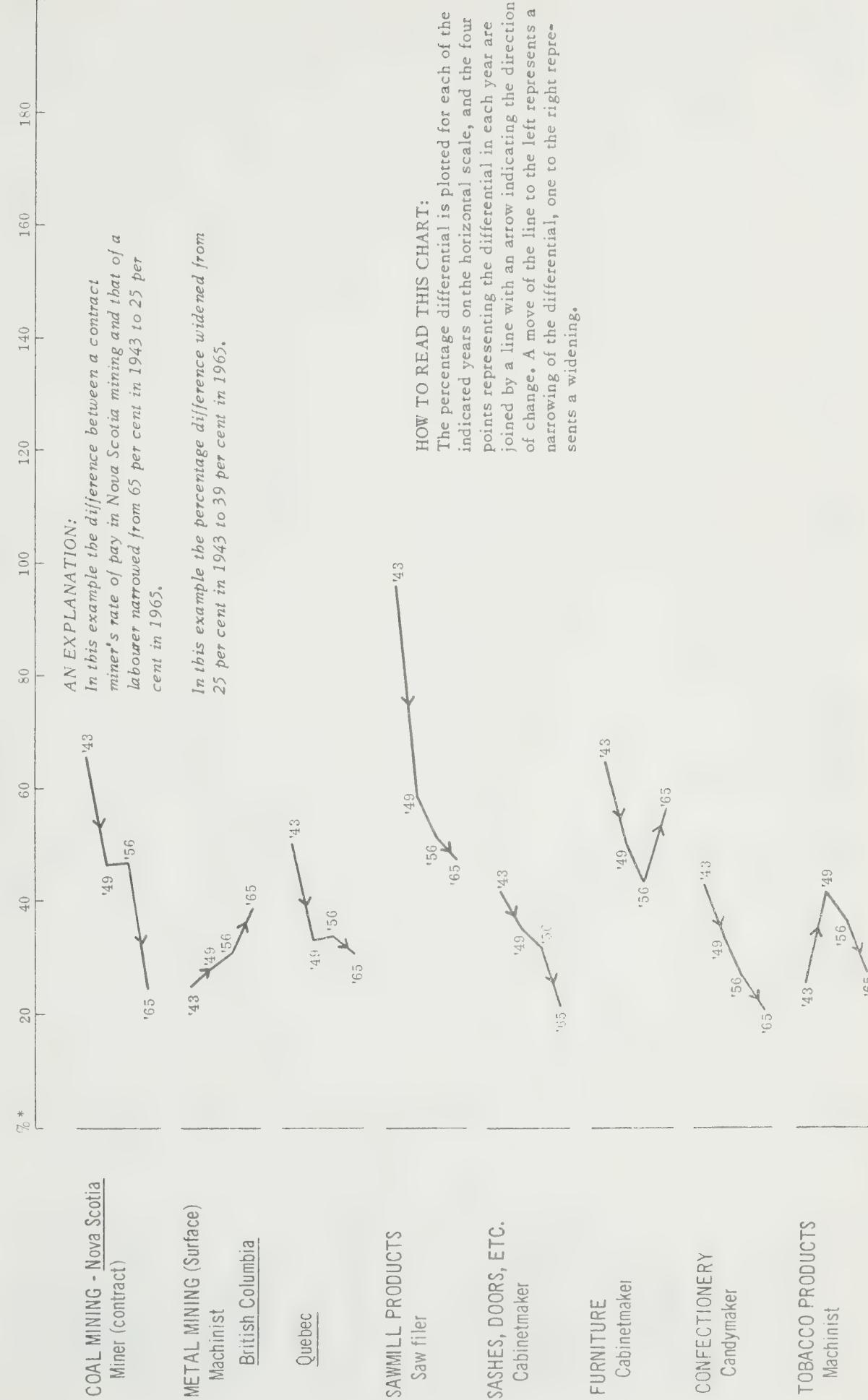
SKILL DIFFERENTIALS (Continued)

In recent years, according to this sample of jobs, there has been considerably less narrowing of skill differentials than had been occurring earlier. (Of course, differentials cannot keep on narrowing;

eventually they would disappear.) In a very few cases the trend has been reversed.

Chart 10B

Further Differentials*, 1943 to 1965



Note: * The differential in each case is expressed as the percentage by which the rate for the job shown exceeds the labour rate in the same industry, for all Canada or for a particular location when one is given. In a few instances an unskilled rate other than but similar to a labour rate had to be used (see source table). In all cases the comparison is between hourly rates of pay.

SKILL DIFFERENTIALS (Continued)

Chart 10B (Continued)

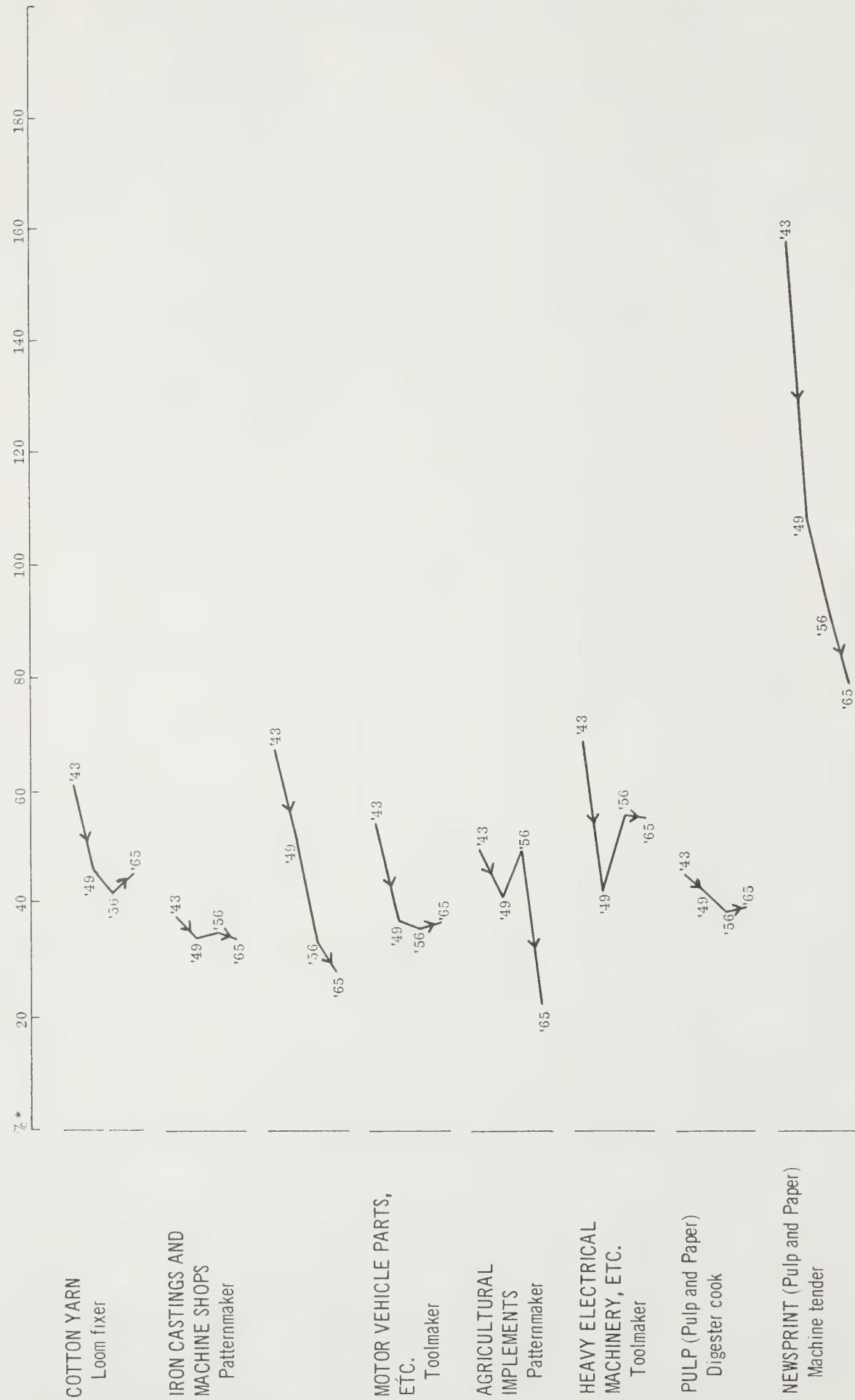
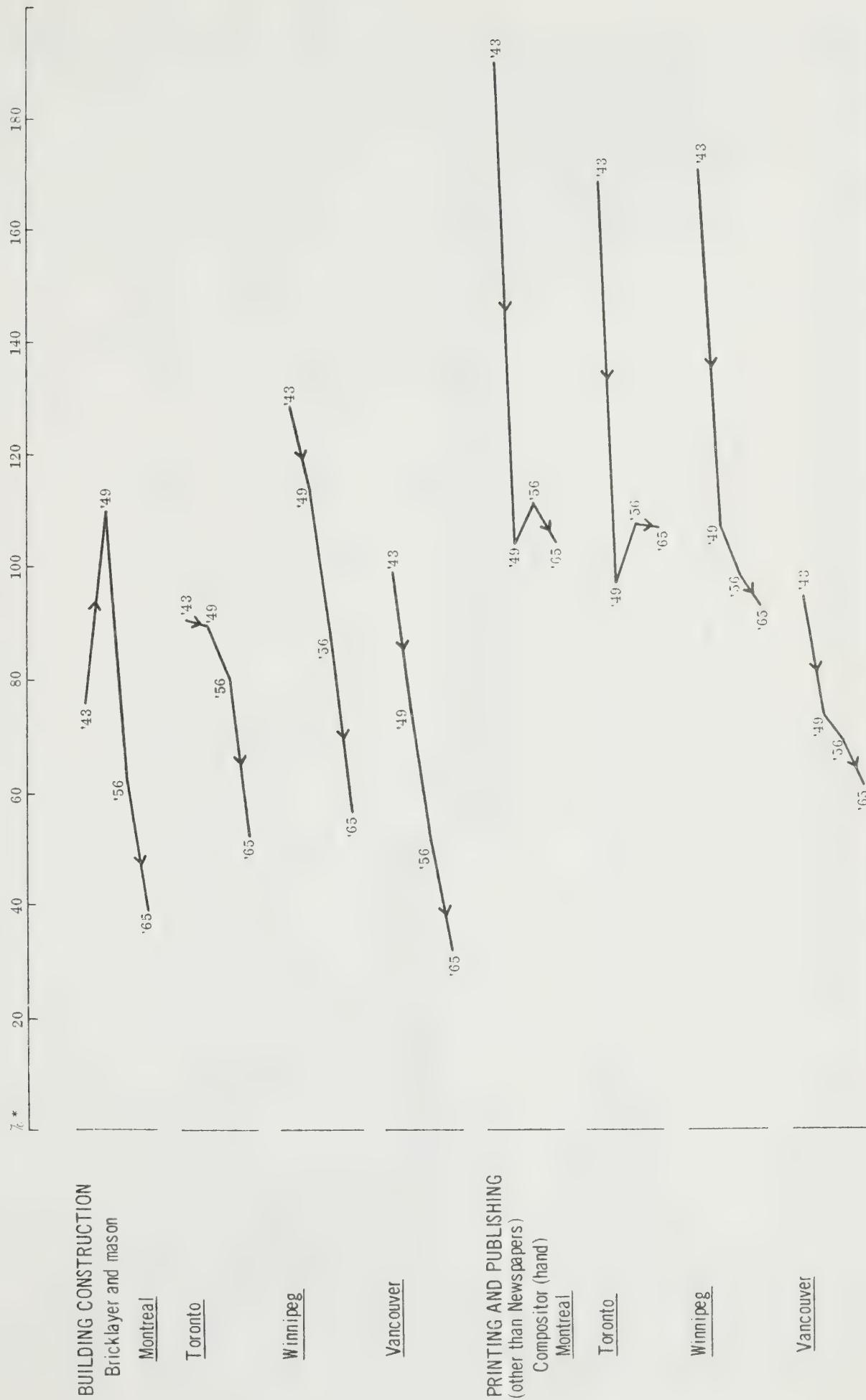


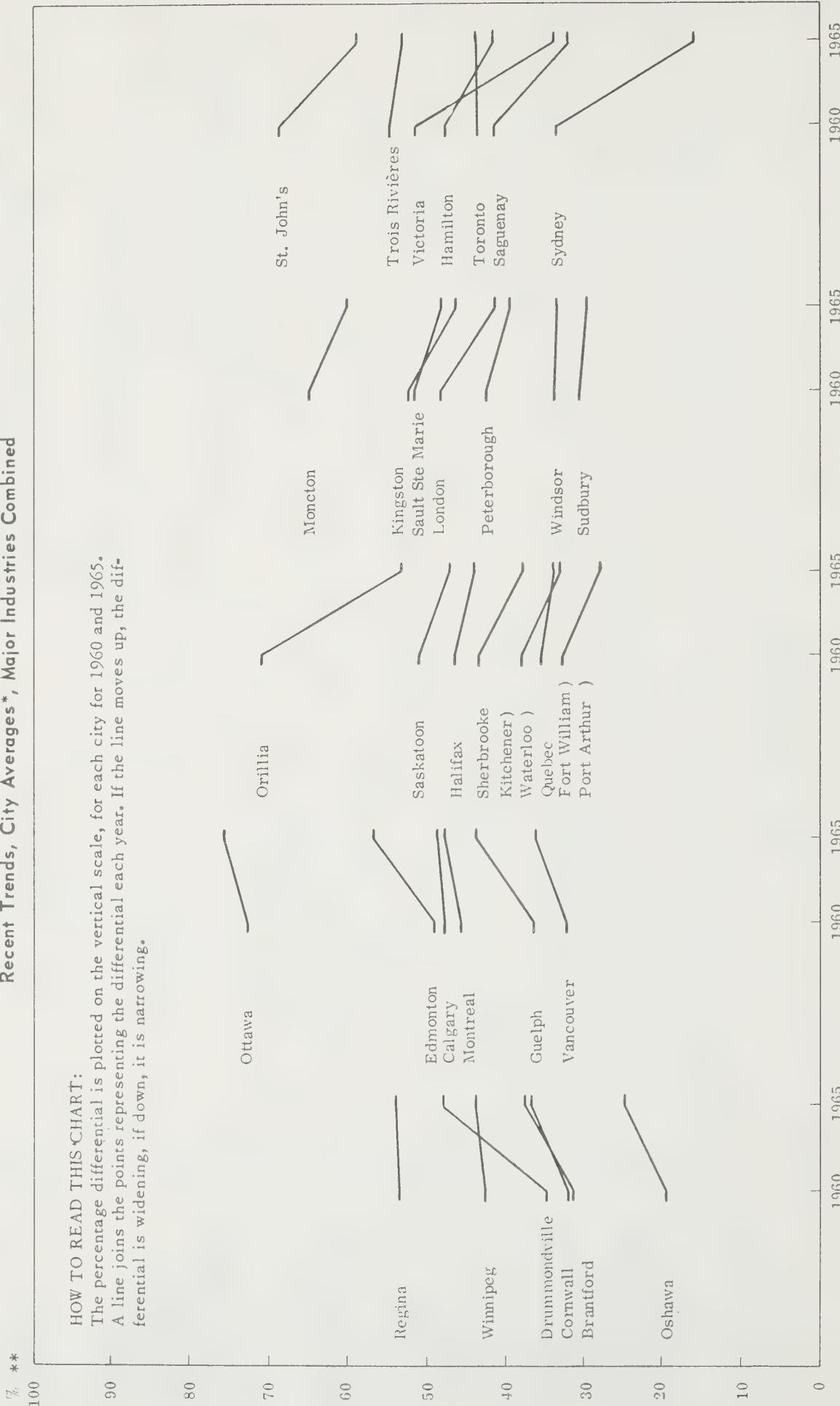
Chart 10B (Concluded)



The steady narrowing of skill differentials over the years, depicted in Charts 10A and 10B, shows signs of ending, at least for a while. Differentials, to the extent that the relation between wages of maintenance electricians and general labourers is typical, widened between 1960 and 1965 in many cities, even more for manufacturing alone (Chart 10E) than for major industries combined (Chart 10C).

However, the gap continued to narrow in many cities, in some cases substantially. The net effect for all cities combined was a further slight narrowing of the differentials, on a major-industry basis (Chart 10D), and virtually no change in manufacturing industries only.

Chart 10C
Recent Trends, City Averages*, Major Industries Combined



Note: *The cities are grouped as they are for clarity of presentation (that is, to avoid undue clustering at one point) and for no other reason.

**The percentages shown in each case represent the extent to which the hourly wage rate for electrician, maintenance exceeds that for general labourer.

Source: Table 10C.

To sum up from Chart 10C, between 1960 and 1965, the gap between electricians' and labourers' rates (industry composite averages for 33 cities) widened in some cities and narrowed in others (as illustrated,

the cities being grouped separately for a change of 5 per cent or more and for less than 5 per cent). The net effect for all these cities was a further narrowing of 1.5 per cent.

Chart 10D

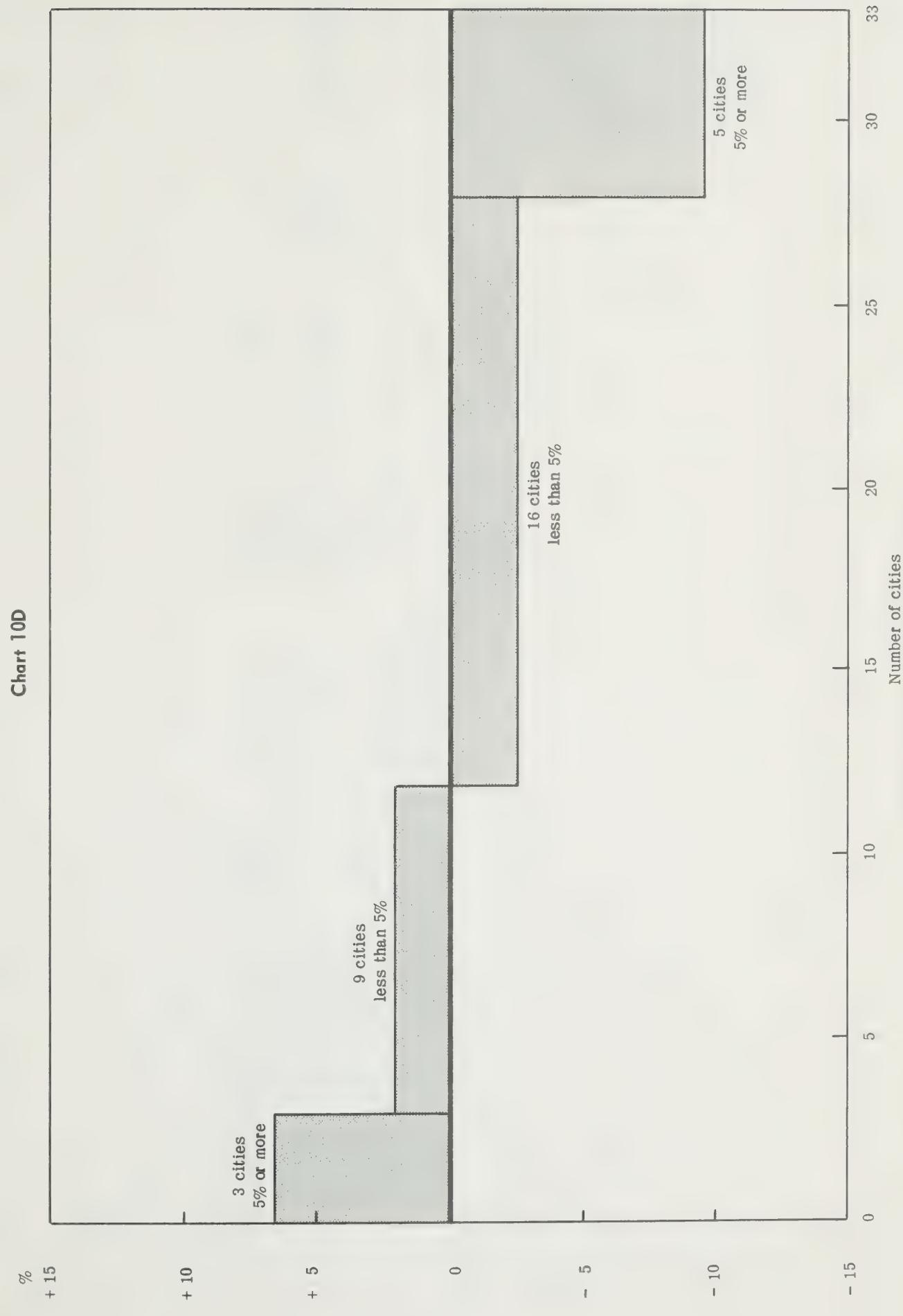
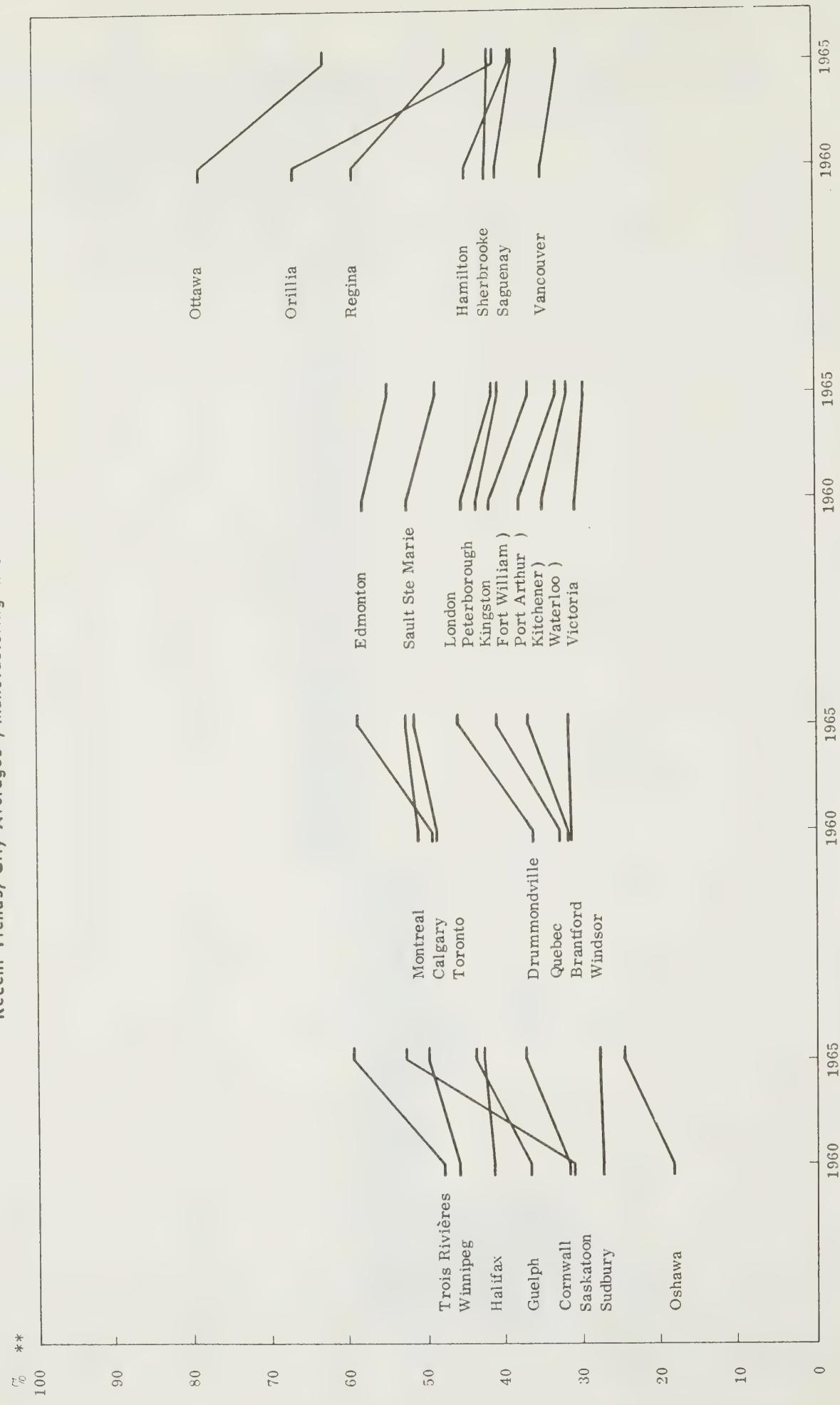


Chart 10E

Recent Trends, City Averages*, Manufacturing Industries Combined



Note: *The cities are grouped as they are for clarity of presentation (that is, to avoid undue clustering at one point) and for no other reason.

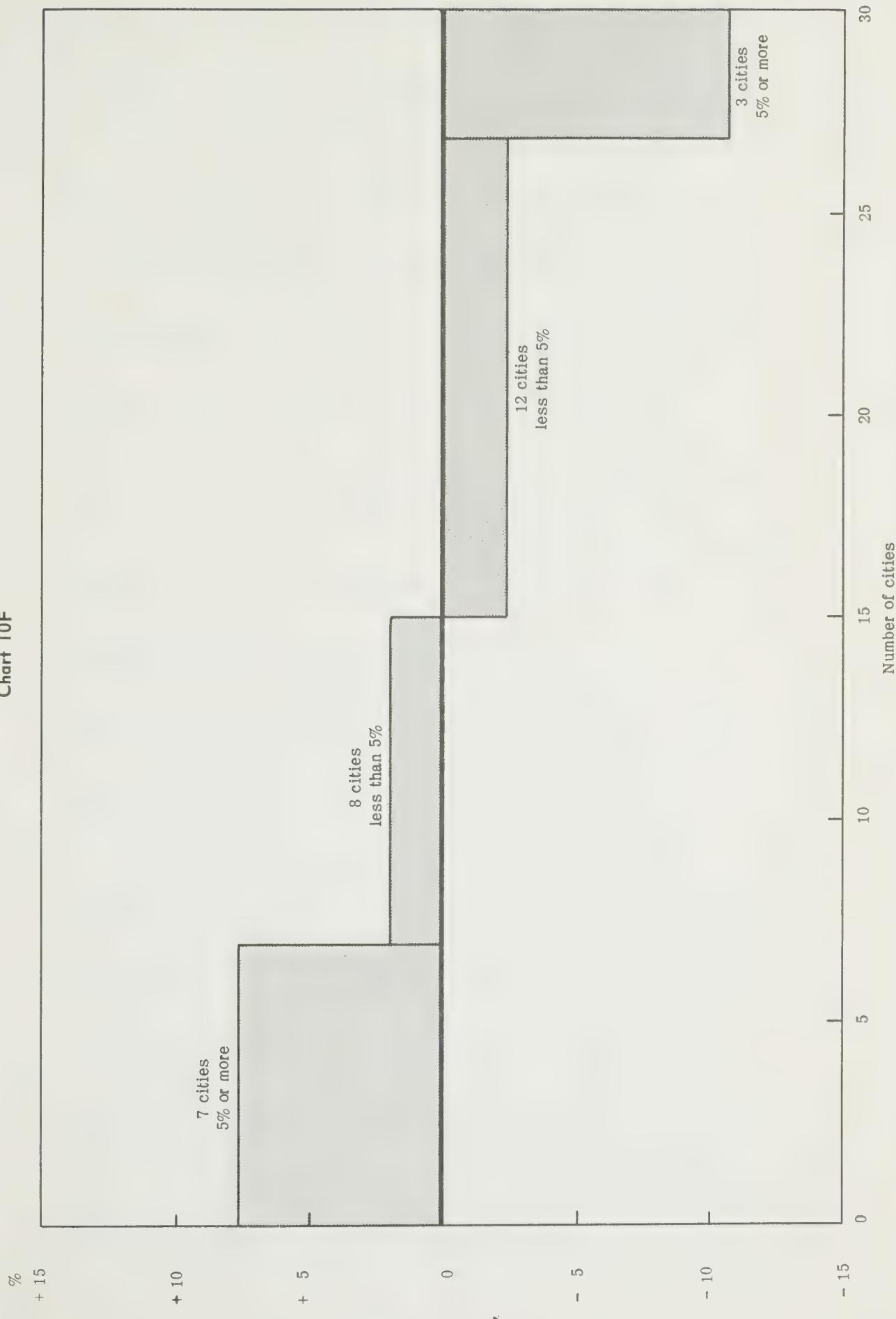
**The percentage shown in each case represents the extent to which the hourly wage rate for electrician, maintenance exceeds that for general labourer.

Source: Table 10C.

While the gap, on the average, narrowed slightly for the industry composite in 33 cities (see Chart 10D), it remained in effect constant in

manufacturing (based on 30 cities; see Chart 10E) showing a slight widening of an average 0.4 per cent.

Chart 10F



11

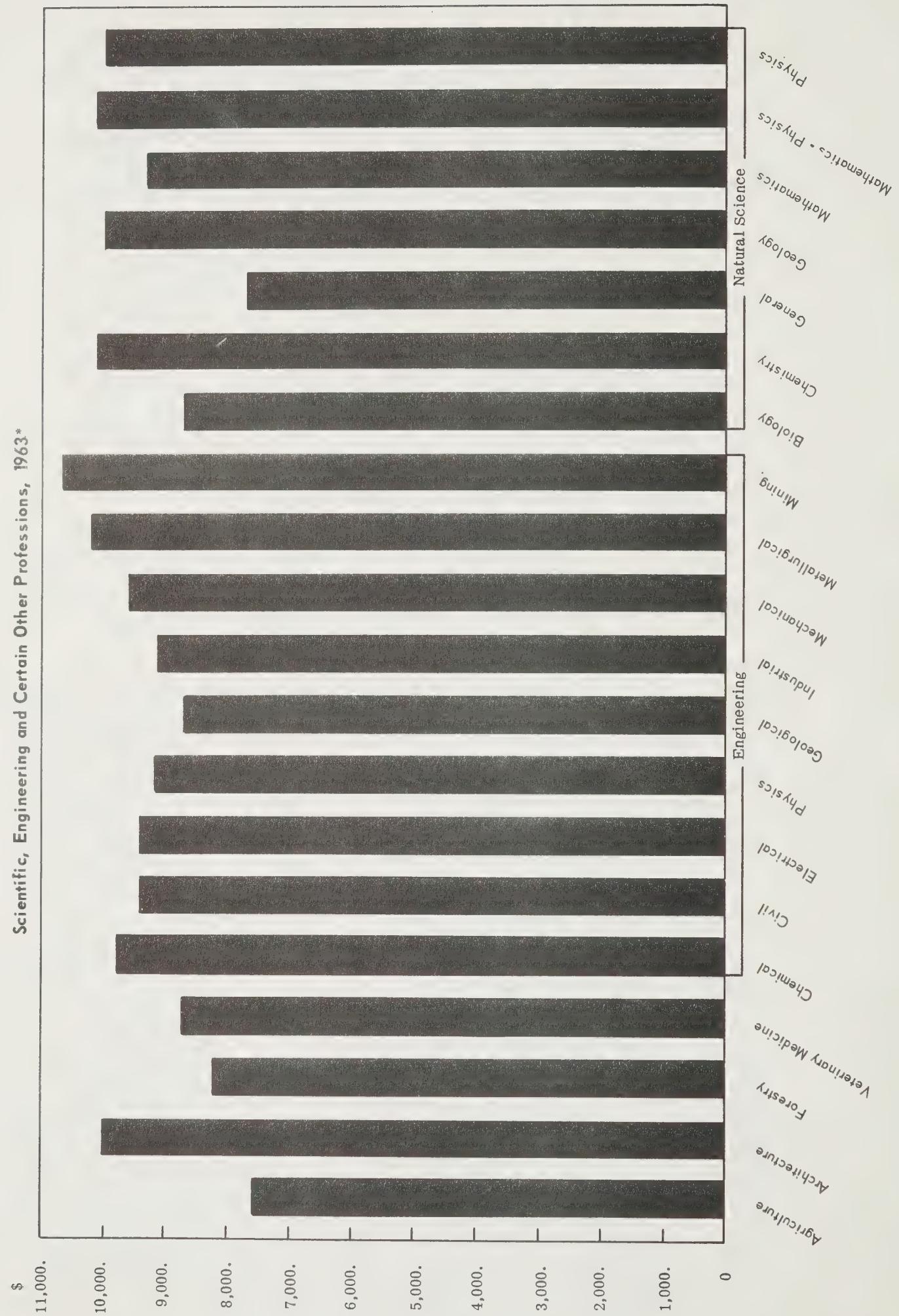
PROFESSIONAL AND EXECUTIVE SALARIES

The next four charts show the level of earnings and, except for the first chart, recent changes in the levels, for certain scientific, engineering and executive positions. Chart 11A needs no comment; it speaks for itself. The rate of increase of engineering salaries between 1958 and 1965 (Chart 11B) was greatest for the middle levels of responsibility, 29.0 per cent for level "C", and 26.9 per cent for level "D" and less for the highest and lowest levels, being 22.0 per cent and 23.1 per cent respectively. In both 1958 and 1965 the top level salary

was 2.4 times that for the lowest level.

The rank and relative position of certain executive salaries (Chart 11C) changed between 1961 and 1965 (downward change in rank indicated by a broken line). Two of the higher-paid positions (marketing manager, plant manager) moved closer relatively to the top salary but the relative position of many other jobs moved downward and in some cases so did their rank.

Chart 11A
Scientific, Engineering and Certain Other Professions, 1963*

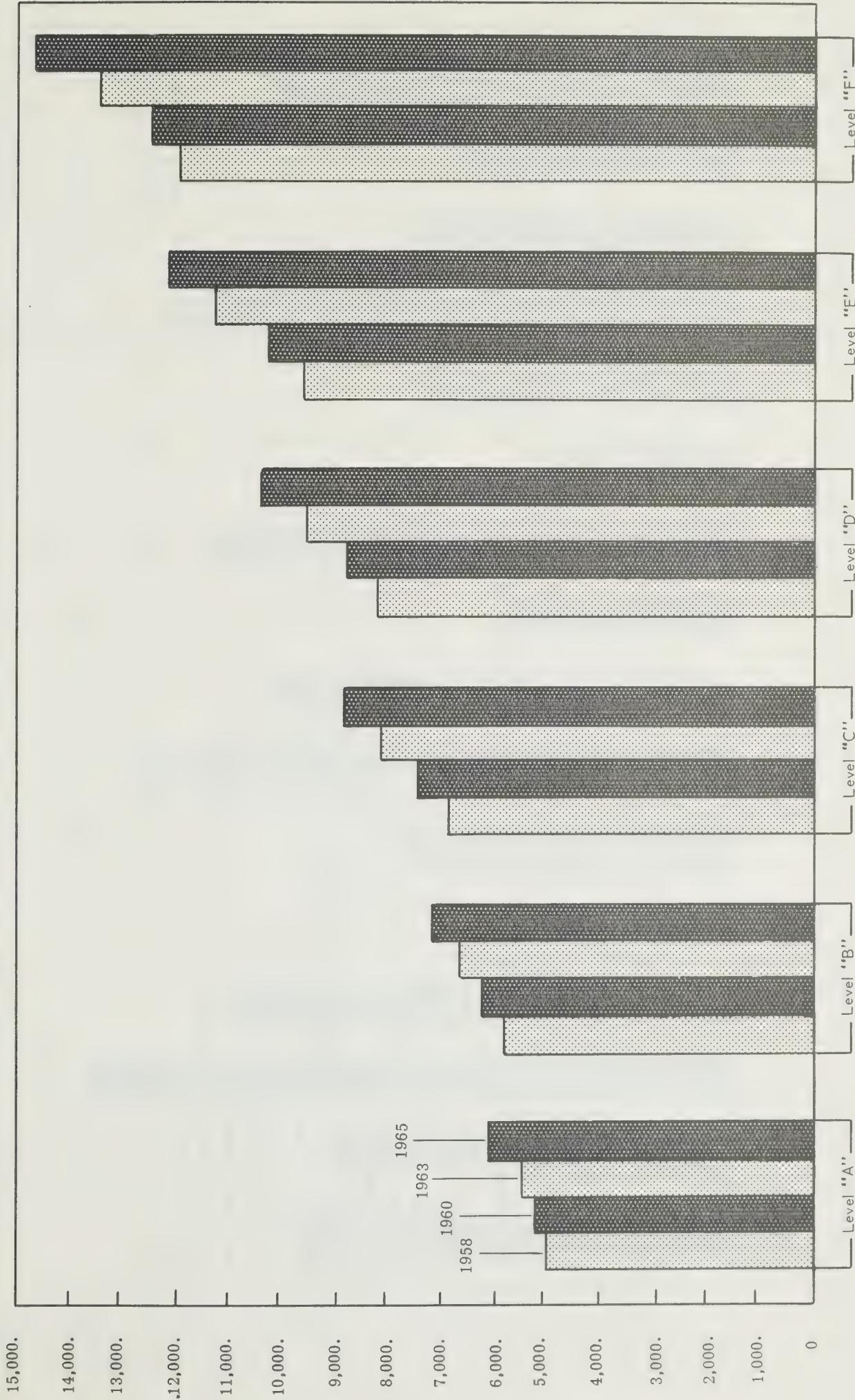


Note: * The data are median annual earnings for the year.

Source: Table 11A.

Chart 11B

Engineering Salaries* Trend, 1958 – 1965, by Level of Responsibility **

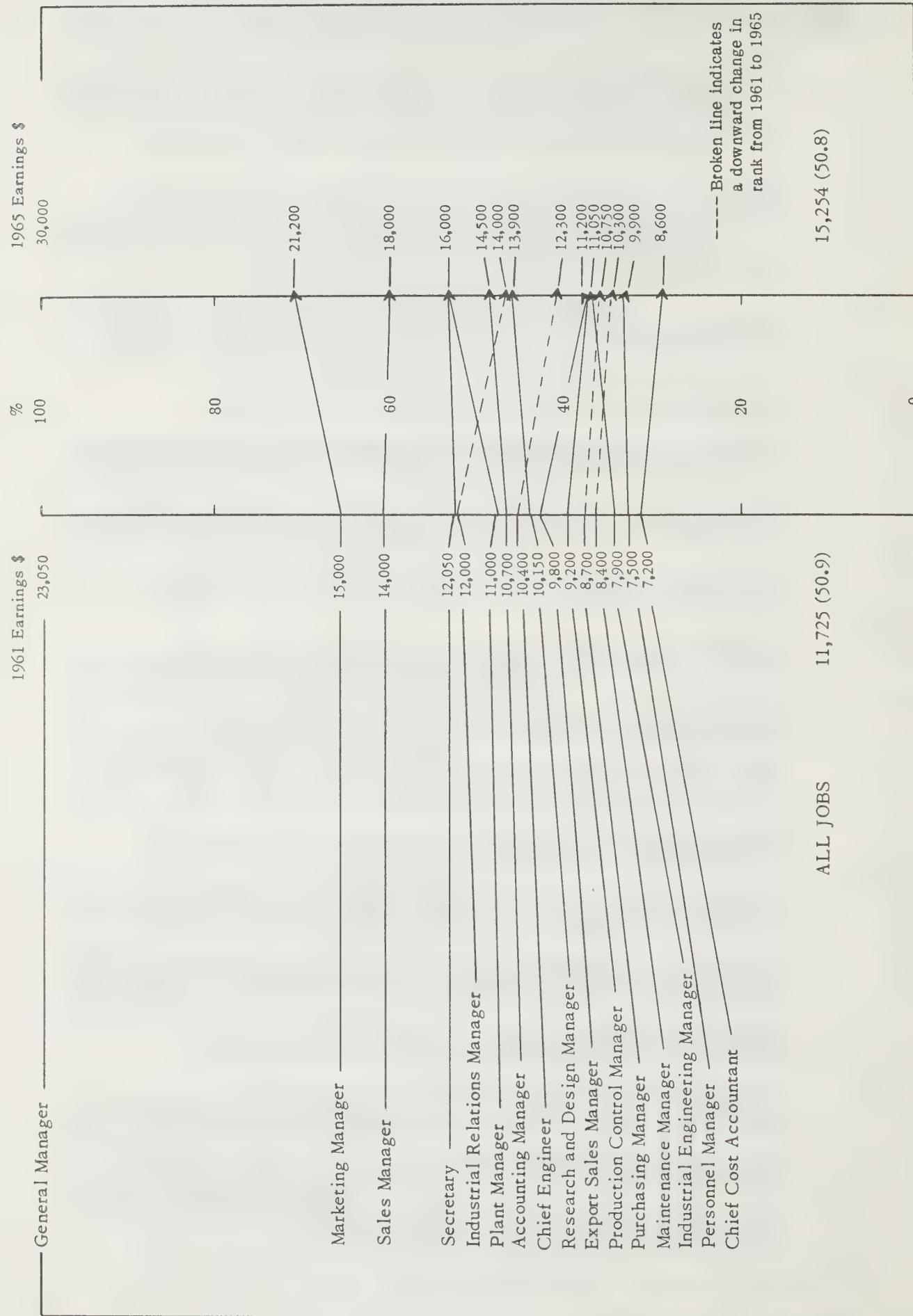


Notes: *The data are median annual salaries including bonuses and commissions that are considered part of normal earnings.

**Level "A" is of course the most junior and "F" the most senior; for further details, see note (3), Table 11B.

Source: Table 11B based on data from Canadian Council of Professional Engineers.

Chart 11C
Executive Salaries* in Canadian Industry**, 1961 and 1965



Notes: *The data are median annual salaries, including bonuses (means are also given in the source table).

**A broad sample of industries was used (for details, see source table).

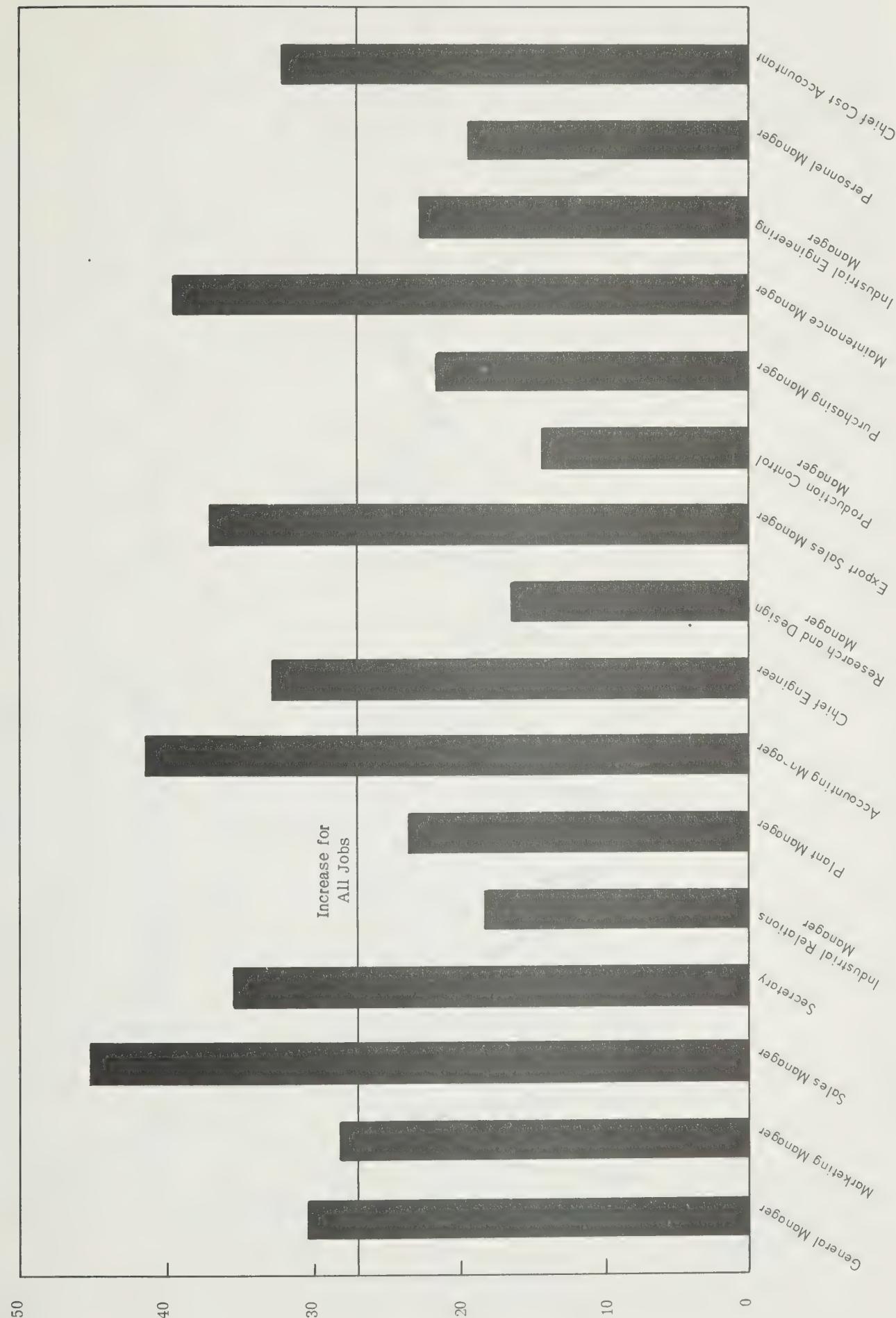
Source: Table 11C, based on data from H. V. Chapman and Associates Limited.

The increases are, of course, of the median annual salaries shown above in Chart 11C. The positions are shown, from left to right, in descending order of their rank in terms of 1961 salaries.

Source: Table 11C, based on data from H.V. Chapman and Associates Limited.

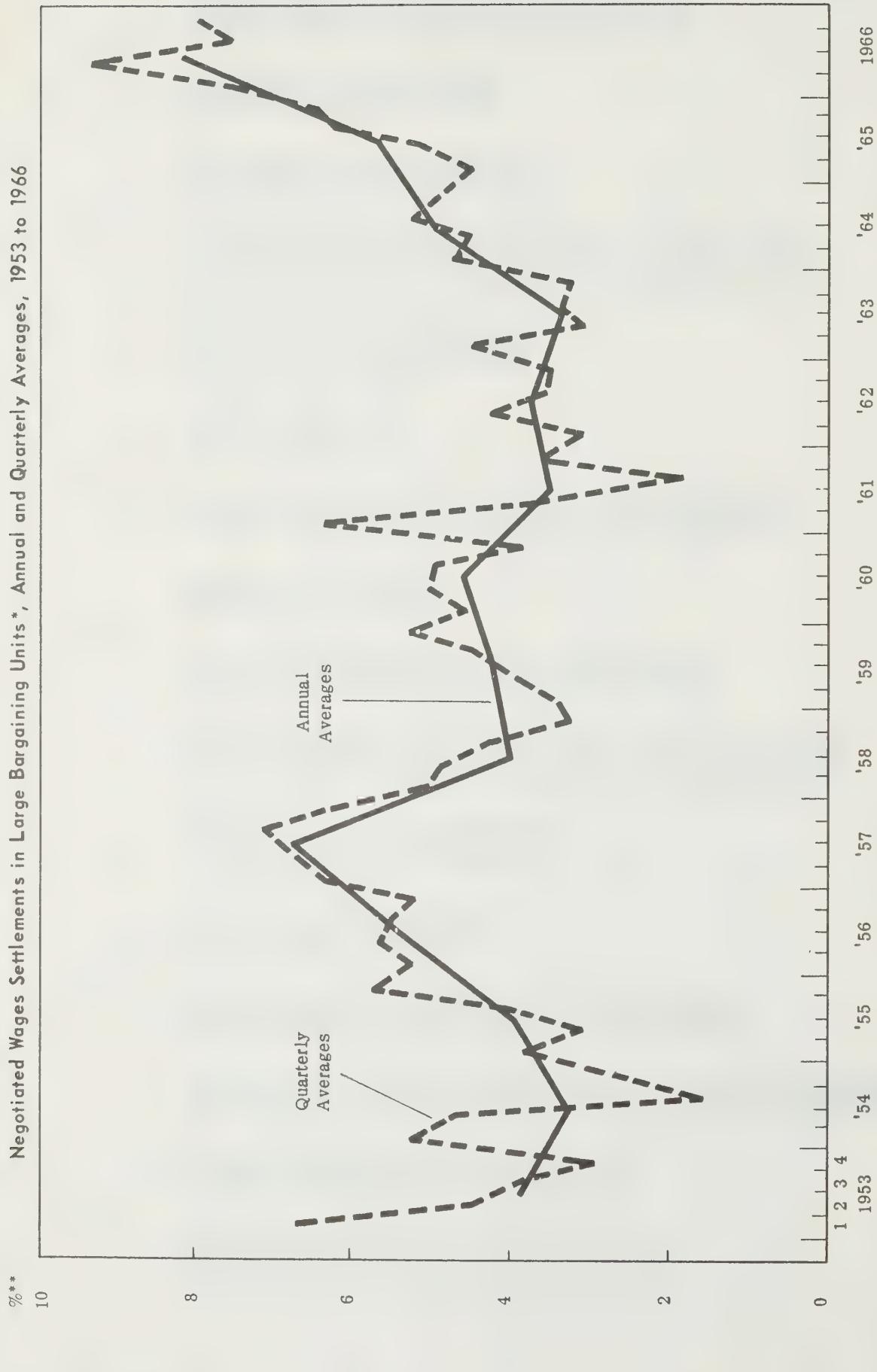
Note:

Increases in Executive Salaries, 1961 to 1965



12 NEGOTIATED WAGE INCREASES

Chart 12A



Note:

* The data cover all bargaining units having at least 500 people except in the construction industry, which is not covered by the survey.

** Average percentage increase (weighted by number of employees affected) in the base rate (i.e., the labour rate or similar minimum rate in the bargaining unit) over the life of the agreement.

Calculation of the percentage increase is illustrated by the following example: An agreement lasting three years provides for a first-year increase of 15¢ on a base rate of \$1.50 and a further 6¢ in each of the following two years, or 27¢ in all, which is an 18% increase, or 6% a year.

Source: Canada Department of Labour, survey of wage settlements.

Wage settlements reached through collective bargaining in large bargaining units have pretty closely followed the movement of the business cycle. (The peaks and troughs of the cycle are shown in

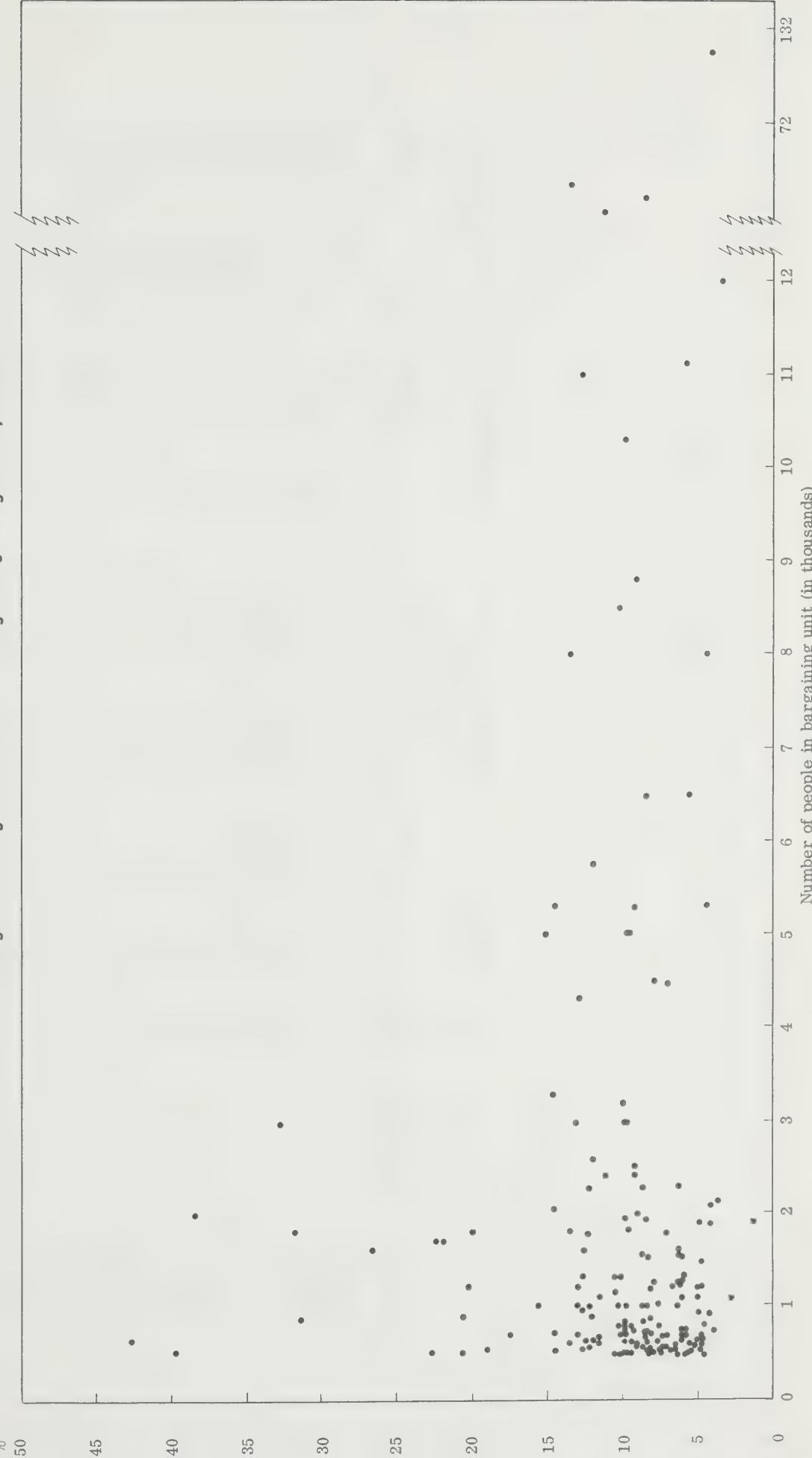
Chart 3). The size of settlements moved up from mid-1954, which marked the end of a business downturn, to mid-1957, which ended that period of expansion. During the upward phase of the cycle from early

1958 to the start of 1960, wage settlements did not show the same increase they did in the previous expansionary period (except on a quarterly basis, from mid-1958 to the third quarter of 1959). Although business conditions started to improve early in 1961, settlements did not start rising until almost two years later, and have climbed steadily since then (except for two brief setbacks on a quarterly basis). Although

negotiated wage increases averaged 8 per cent in 1966, a few were much higher but mostly in the smaller bargaining units (that is, the smaller ones out of the group covered) while settlements in some of the largest bargaining units were for appreciably less than the average (see Chart 12B).

Chart 12B

Distribution of Negotiated Wage Settlements in Large Bargaining Units*, 1966**



Note: *See Note * to Chart 12A.

**Each dot on this chart represents a particular wage settlement, showing, on the vertical axis, the percentage increase on the base rate effective in 1966, and on the horizontal axis, the number of workers in the bargaining unit. The total number of settlements is 180.

Source: Canada Department of Labour, survey of wage settlements.

TABLE 1

Labour Income (Wages, Salaries and Supplementary Labour Income),
by Sectors of the Economy and for Agriculture
1949 to 1965
(millions of dollars)

	Personal Sector Index	Business Sector (excluding Agriculture) Index	Agriculture Index	Government Sector Index
1949	262	100.0	134	100.0
1950	276	105.3	144	107.5
1951	318	121.4	157	117.2
1952	356	135.9	162	120.9
1953	396	151.1	156	116.4
1954	433	165.3	139	113.7
1955	460	175.6	161	120.1
1956	502	191.6	172	128.4
1957	551	210.3	172	128.4
1958	616	235.1	178	132.8
1959	680	259.5	182	135.8
1960	789	301.1	192	143.3
1961	903	344.7	195	145.5
1962	1,001	382.1	201	150.0
1963	1,113	424.8	209	156.0
1964	1,241	473.7	215	160.4
1965	1,399	534.0	220	164.2

The personal sector includes all people and private organizations not established for the purpose of making a gain, such as charitable institutions, municipal hospitals, and universities; wages paid to domestic help are included in this sector.

The business sector includes all transactors operating for gain, including corporations, unincorporated business enterprises, government business enterprises, and independent professional practitioners.

The government sector includes all general government departments and agencies - federal, provincial and municipal - that are noncommercial in nature.

Labour income in agriculture constitutes wages and salaries to people employed on a farm. Most farm income is reported as "Net income received by farm operators from farm production" and is not shown in the above table.

In the government sector military pay and allowances are added to wages, salaries and supplementary labour income.

Source: D.B.S., National Accounts Income and Expenditure (Catalogue No. 13-201)
1965 issue for years 1959 to 1965
1962 issue for years 1955 to 1958
1926-1956 reference document for years 1949 to 1954.

Data for personal, business and government sectors taken from Table 19, and from Table 22 for agriculture.

Table 2
Distribution of Net Domestic Product (a) in the Business Sector (b) (Excluding Agriculture), of the Canadian Economy, 1949 to 1965 (annual data)
(in percentages)

	1949	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962	1963	1964	1965
Wages, salaries and supplementary labour income	63.8	62.2	64.8	63.4	64.9	65.4	64.0	64.7	65.8	65.1	64.2	64.7	64.4	64.0	63.6	63.3	64.5
Net investment income (c)	23.0	25.5	23.7	26.1	24.3	24.1	25.5	25.0	24.2	24.6	25.7	25.4	25.7	26.3	26.6	27.2	25.4
Net income of non-farm unincorporated business	13.2	12.3	11.5	10.6	10.8	10.5	10.5	10.3	10.0	10.3	10.1	9.9	9.9	9.7	9.7	9.5	9.1
Net domestic product (d)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	

Notes: (a) Net domestic product is gross domestic product, less capital consumption allowances and miscellaneous valuation adjustments. The concept of gross domestic product is explained by D.B.S., as follows: "The Gross National Product is a measure of the total output of residents of Canada; i.e., it is a measure of national output. To arrive at a measure of output produced in Canada (domestic output), it is necessary to add to national output factor incomes paid to non-residents as a result of production occurring within Canada and to subtract factor incomes paid to Canadian residents as a result of production occurring abroad. At present, because of statistical problems, adjustment ~~is made only~~ for interest and dividends paid to non-residents and received from non-residents. Conceptually, however, adjustment should also be made for other income payments to and receipts from non-residents, such as rental income, labour income, and undistributed profits according to ~~all~~ of non-resident stockholders." D.B.S., National Accounts, Income and Expenditure, 1926 - 1956, page 110.

Thus, G.D.P. at factor cost = G.N.P. at market prices, less indirect taxes (net, after subsidies), (also residual error of estimate) and income received from non-residents, plus income paid to non-residents.

- (b) For a description of the business sector, see notes to Table 1.
- (c) Net investment income is made up of corporation profits before taxes plus rent, interest, and miscellaneous investment income less inventory valuation adjustment.
- (d) The percentages may not add up to exactly 100 because of rounding.

Source: As for Table 1.

Table 3-1
 Indexes of Manufacturing Production, Seasonally Adjusted, by Months,
 January 1949 to November 1966
 (1949 = 100)

Year	January	February	March	April	May	June	July	August	September	October	November	December
1949	99.9	99.2	100.0	99.9	100.2	99.6	99.1	100.4	99.7	100.2	100.0	101.4
1950	100.4	101.3	101.1	101.8	102.7	106.2	109.0	107.1	110.7	112.3	113.3	115.3
1951	116.5	116.8	117.6	118.8	118.0	116.9	115.1	116.2	114.7	113.9	113.6	112.6
1952	125.4	125.3	117.2	117.0	118.5	118.8	118.5	122.1	122.9	124.9	126.4	126.5
1953	127.6	129.1	130.7	129.8	130.3	128.7	129.6	128.6	129.2	128.7	125.2	127.6
1954	126.9	127.3	126.5	124.8	124.5	124.9	123.5	125.7	123.8	125.3	125.9	128.4
1955	131.0	131.2	133.4	135.2	137.3	138.1	138.0	141.4	141.8	142.6	141.8	145.0
1956	145.7	145.3	147.6	152.0	148.8	151.9	153.6	151.8	153.3	154.3	154.4	156.7
1957	153.4	155.9	156.5	151.5	151.5	151.6	151.5	151.2	151.2	147.8	146.4	143.4
1958	144.4	145.3	145.7	145.9	149.4	148.7	148.6	148.7	148.7	147.4	148.6	152.0
1959	153.7	155.7	155.5	159.1	159.1	158.9	160.2	159.1	160.3	164.4	159.1	161.9
1960	166.2	163.5	163.9	160.6	161.1	160.1	158.3	159.2	160.2	161.8	160.0	160.1
1961	159.7	160.1	160.6	162.8	162.7	166.4	168.4	170.5	171.7	172.0	173.3	174.6
1962	173.7	175.9	177.7	177.3	180.1	182.1	183.6	182.7	184.4	184.5	185.1	184.7
1963	186.9	187.0	190.3	189.5	192.2	193.8	192.1	194.8	197.6	198.8	201.4	202.1
1964	205.7	209.5	207.9	212.2	209.6	210.2	211.4	215.0	215.7	213.9	217.7	217.0
1965	221.8	221.3	225.8	224.1	227.3	228.1	231.3	232.8	233.7	237.1	237.6	242.5
1966	243.3	244.6	246.8	247.2	245.5	245.3	246.1	244.8	246.1	249.6	249.8	-

Source: D.B.S., Annual Supplement to the Monthly Index of
 Industrial Production (Catalogue No. 61-005)

Table 3-2

Indexes of Average Hourly Earnings, All Manufacturing,
Seasonally Adjusted, in Current Dollars
(1949 = 100)

Year	January	February	March	April	May	June	July	August	September	October	November	December
1949	98.0	99.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	101.0	101.0	101.0
1950	102.0	101.0	103.0	104.0	105.1	105.1	106.1	107.1	107.1	109.1	109.1	109.1
1951	111.1	112.1	114.1	114.1	117.2	119.2	120.2	123.2	124.2	126.3	126.3	127.3
1952	128.3	129.3	130.3	129.3	130.3	130.3	131.3	132.3	132.3	133.3	133.3	134.3
1953	135.4	135.4	136.4	136.4	136.4	137.4	138.4	138.4	139.4	139.4	139.4	140.4
1954	141.4	142.4	142.4	142.4	142.4	142.4	142.4	142.4	142.4	142.4	142.4	143.4
1955	144.4	145.5	145.5	145.5	146.5	145.5	146.5	147.5	147.5	147.5	147.5	148.5
1956	148.5	150.5	150.5	150.5	151.5	151.5	153.5	153.5	155.5	156.6	157.6	158.6
1957	159.6	159.6	159.6	160.6	160.6	160.6	161.6	161.6	163.6	164.6	165.7	165.7
1958	165.7	166.7	166.7	166.7	167.7	167.7	167.7	167.7	167.7	168.7	168.7	169.7
1959	171.7	171.7	172.7	172.7	173.7	172.7	172.7	172.7	173.7	176.8	176.8	176.8
1960	177.8	177.8	178.8	178.8	179.8	179.8	179.8	179.8	179.8	181.8	181.8	181.8
1961	182.8	182.8	183.8	183.8	184.8	184.8	184.8	184.8	185.9	186.9	186.9	186.9
1962	186.9	186.9	187.9	188.9	188.9	190.0	190.0	190.9	190.9	191.9	191.9	192.9
1963	192.9	193.9	193.9	193.9	196.0	196.0	197.0	197.0	198.0	200.0	201.0	201.0
1964	201.0	200.0	202.0	202.0	203.0	203.0	204.0	204.0	206.1	207.1	207.1	207.1
1965	209.1	210.1	212.1	212.1	212.1	213.1	213.1	214.1	216.2	218.2	219.2	217.2
1966	220.2	222.2	222.2	223.2	224.2	225.3	227.3	229.3	230.3	-	-	-

Note: For 1965 and 1966 the data are based on the 1960 Standard Industrial Classification.
The indexes were computed in the Canada Department of Labour.

Source: D.B.S., Canadian Statistical Review and Supplements,
1964 to 1966. (Catalogue No. 11-003, Table S-4-3)

Table 3-3

Indexes of Average Hourly Earnings, All Manufacturing,
Seasonally Adjusted, in 1949 Dollars⁽¹⁾
(1949 = 100)

Year	January	February	March	April	May	June	July	August	September	October	November	December
1949	98.3	98.6	99.7	100.8	100.4	100.0	99.6	99.6	100.4	100.0	100.5	100.9
1950	101.8	100.1	101.8	102.8	103.1	102.3	101.7	101.7	101.1	100.7	102.3	101.3
1951	101.8	101.2	102.1	101.7	103.1	104.0	104.1	105.8	106.1	107.1	106.9	107.7
1952	109.1	110.6	111.6	112.3	112.2	113.2	114.0	114.1	114.8	115.1	116.1	116.1
1953	117.2	118.0	119.0	119.2	118.7	119.1	119.6	119.1	119.5	120.0	120.4	121.3
1954	122.2	123.3	123.2	123.3	122.7	122.5	121.7	121.9	121.9	122.8	122.1	123.2
1955	124.2	125.4	125.3	125.0	126.4	125.4	125.9	126.3	127.0	126.2	126.2	127.1
1956	127.6	129.3	129.1	130.0	128.6	129.5	128.9	130.8	130.7	131.0	130.9	131.8
1957	132.4	132.0	132.6	132.1	132.6	131.8	132.7	132.7	133.4	134.4	134.6	134.3
1958	134.0	134.1	133.1	134.1	134.1	134.5	133.9	133.5	133.9	133.6	134.5	134.6
1959	136.6	136.8	137.7	136.5	138.0	137.2	136.6	136.7	138.1	137.8	138.2	138.7
1960	139.8	140.1	140.2	141.1	140.6	141.0	140.6	140.5	140.5	139.5	140.3	140.7
1961	141.8	141.6	142.4	142.5	143.3	143.3	143.1	144.0	143.9	144.1	144.0	144.1
1962	144.0	144.1	144.2	145.2	145.6	145.0	145.3	145.7	145.9	145.5	146.1	146.1
1963	146.0	146.8	146.6	148.1	147.6	146.8	147.1	147.1	147.7	148.2	148.5	149.0
1964	149.4	148.6	149.6	149.6	150.0	149.0	149.9	152.0	152.7	151.7	151.4	152.3
1965	152.4	153.0	154.0	153.7	152.6	152.8	152.9	153.9	155.2	155.6	155.7	153.8
1966	155.0	156.0	155.2	155.6	155.9	156.1	156.9	158.0	158.5	-	-	-

Note: (1) The consumer price indexes used in the calculations of 1949 dollars have been adjusted to allow for each monthly figure being moved back one month to correspond with the pay period covered for average hourly earnings.

The indexes were computed in the Canada Department of Labour.

For 1965 and 1966 the data are based on the 1960 Standard Industrial Classification.

Source: D.B.S., Canadian Statistical Review and Supplements, 1964 to 1966.
(Catalogue No. 11-003, Tables S-4-3 and S-10-6)

Table 3-4

Indexes of Output per Manhour
Manufacturing, Canada, 1949 to 1965
(annual averages)

(1949 = 100)

Year	Index
1949	100.0
1950	105.9
1951	110.5
1952	112.7
1953	116.6
1954	121.3
1955	129.2
1956	134.7
1957	135.5
1958	139.9
1959	147.5
1960	152.7
1961	159.5
1962	165.8
1963	172.1
1964	178.6
1965	186.7

Source: D.B.S., Indexes of Output per Person Employed and per Manhour in Canada, Commercial Industries 1946-65. (Catalogue No. 14-201)

Table 4A
Average Weekly Wages and Salaries, Average Hourly Earnings, and Average Weekly Wages,
Major Industries, Canada, 1965

Industry	Industry Composite	Forestry	Mining	Manufacturing	Durable	Non-durable	Construction	Transportation and Storage and Communication	Public Utilities	Trade	Finance	Service
Average Weekly Wages & Salaries	\$ 91.23	99.53	111.68	94.11	101.93	86.54	103.24	101.49	111.21	76.54	88.44	65.01
Index	100.0	109.1	122.4	103.1	111.7	94.8	113.2	111.2	121.9	83.9	96.9	71.3
Average Hourly Earnings	\$ (a)	(a)	2.43	2.12	2.30	1.93	2.44	(a)	(a)	(a)	(a)	1.29
Average Weekly Wages	\$ (a)	(a)	103.11	86.90	95.67	77.85	101.10	(a)	(a)	(a)	(a)	47.11

Note: (a) Data on average hourly earnings and average weekly wages not published for these industries.
The indexes were computed in the Department of Labour for these tables.

Source: D.B.S., Employment and Payrolls and Manhours and Hourly Earnings ledgers, 1965.

Table 4B

Average Weekly Wages and Salaries, Average Hourly Earnings, and Average Weekly Wages, Major Industry Groups, Canada, 1949 to 1965. Annual Averages

Industry Composite	Manufacturing	Mining	Average Weekly Wages & Salaries	Durable Goods	Nondurable Goods
1949	100.0	100.0	100.0	105.6	100.0
1950	104.9	104.5	105.4	49.76	43.54
1951	116.5	121.0	117.2	51.68	55.31
1952	126.7	137.5	127.8	56.36	52.07
1953	133.9	143.4	133.8	59.29	54.52
1954	137.4	147.4	137.2	61.15	59.2
1955	142.1	149.2	142.8	63.48	56.87
1956	150.0	161.0	151.5	66.71	59.04
1957	158.1	169.38	162.9	69.94	61.91
1958	163.9	171.74	176.6	86.60	71.42
1959	171.0	176.3	90.76	151.7	151.5
1960	176.5	174.85	182.2	78.19	74.81
1961	182.0	80.43	198.0	162.9	158.7
1962	187.6	83.85	206.4	168.2	165.3
1963	194.2	88.62	218.2	176.3	173.2
1964	201.8	94.15	231.8	106.06	151.5
1965	212.4	99.53	245.0	111.68	101.93
1949	40.62	51.49	43.97	100.0	100.0
1950	42.44	54.27	46.49	105.7	105.7
1951	49.13	60.33	51.68	117.5	116.9
1952	55.84	65.79	56.36	128.2	126.4
1953	58.26	68.91	59.29	134.8	132.4
1954	59.04	59.89	59.29	133.8	132.4
1955	61.05	149.2	73.53	142.8	138.1
1956	64.44	150.0	78.01	151.5	143.4
1957	67.93	158.1	83.89	162.9	150.3
1958	70.43	163.9	176.6	168.2	158.0
1959	73.47	171.0	176.3	176.3	164.6
1960	75.83	176.5	184.3	93.80	164.6
1961	78.17	182.0	198.0	186.2	164.6
1962	80.59	187.6	206.4	191.9	171.2
1963	83.43	194.2	218.2	198.8	171.2
1964	86.68	201.8	231.8	206.0	171.2
1965	91.23	99.53	245.0	216.9	216.2
1949	100.0	100.0	100.0	100.0	100.0
1950	104.9	104.5	105.4	105.5	104.4
1951	116.5	121.0	117.2	116.5	116.9
1952	126.7	137.5	127.8	124.6	122.0
1953	133.9	143.4	133.8	131.2	132.3
1954	137.4	147.4	137.2	131.2	132.3
1955	142.1	149.2	142.8	122.8	122.8
1956	150.0	161.0	151.5	122.8	122.8
1957	158.1	169.38	162.9	122.8	122.8
1958	163.9	171.74	176.6	122.8	122.8
1959	171.0	176.3	90.76	122.8	122.8
1960	176.5	174.85	182.2	122.8	122.8
1961	182.0	80.43	198.0	122.8	122.8
1962	187.6	83.85	206.4	122.8	122.8
1963	194.2	88.62	218.2	122.8	122.8
1964	201.8	94.15	231.8	122.8	122.8
1965	212.4	99.53	245.0	122.8	122.8
1949	41.28	100.0	100.0	100.0	100.0
1950	43.42	105.2	102.0	106.9	104.4
1951	48.79	118.2	111.9	117.3	109.4
1952	55.82	135.2	117.4	128.8	116.9
1953	60.88	147.5	126.6	136.0	124.6
1954	61.15	148.1	62.76	129.7	124.6
1955	62.11	150.5	64.56	141.0	124.6
1956	68.58	166.1	67.29	133.4	124.6
1957	73.63	178.4	72.20	147.1	124.6
1958	74.54	180.6	74.72	154.4	124.6
1959	76.55	185.4	79.65	164.6	124.6
1960	80.46	194.9	82.32	170.1	124.6
1961	82.57	200.0	85.87	177.5	124.6
1962	85.90	208.1	88.86	183.6	124.6
1963	90.32	218.8	92.29	190.7	124.6
1964	95.00	230.1	95.94	198.3	124.6
1965	103.24	250.1	101.49	209.7	124.6
1949	43.97	100.0	100.0	100.0	100.0
1950	46.49	105.4	105.4	105.5	105.7
1951	51.68	117.2	117.2	116.5	116.9
1952	56.36	128.2	60.65	128.7	126.4
1953	59.29	134.8	63.93	135.6	132.4
1954	59.29	133.8	59.29	134.8	132.4
1955	61.15	139.1	61.15	139.1	132.4
1956	63.48	144.4	63.48	144.4	132.4
1957	66.71	151.7	66.71	151.7	132.4
1958	69.94	159.1	69.94	159.1	132.4
1959	72.67	165.3	72.67	165.3	132.4
1960	75.84	172.5	75.84	172.5	132.4
1961	78.19	178.6	78.19	178.6	132.4
1962	80.73	183.6	80.73	183.6	132.4
1963	83.17	189.2	83.17	189.2	132.4
1964	86.24	196.1	86.24	196.1	132.4
1965	90.06	204.1	90.06	204.1	132.4
1949	36.97	100.0	100.0	100.0	100.0
1950	39.02	105.5	105.5	105.5	105.7
1951	43.08	116.5	116.5	116.5	116.9
1952	46.08	124.6	124.6	124.6	122.0
1953	48.51	131.2	131.2	131.2	132.3
1954	50.73	137.2	137.2	137.2	132.3
1955	52.42	141.8	52.42	141.8	132.3
1956	56.79	147.1	56.79	147.1	132.3
1957	60.29	154.5	60.29	154.5	132.3
1958	64.64	154.5	64.64	154.5	132.3
1959	68.00	164.1	68.00	164.1	132.3
1960	72.29	178.9	72.29	178.9	132.3
1961	77.51	176.3	77.51	176.3	132.3
1962	80.20	181.4	80.20	181.4	132.3
1963	83.12	187.1	83.12	187.1	132.3
1964	86.82	193.1	86.82	193.1	132.3
1965	90.18	199.4	90.18	199.4	132.3
1949	42.22	100.0	100.0	100.0	100.0
1950	44.09	104.4	104.4	104.4	105.7
1951	46.48	110.1	110.1	110.1	113.4
1952	49.35	116.9	49.35	116.9	122.0
1953	51.86	122.8	51.86	122.8	122.0
1954	53.93	127.7	53.93	127.7	122.0
1955	56.79	134.5	56.79	134.5	122.0
1956	60.29	142.8	60.29	142.8	122.0
1957	64.64	142.8	64.64	142.8	122.0
1958	68.00	150.1	68.00	150.1	122.0
1959	72.29	150.1	72.29	150.1	122.0
1960	77.51	155.6	77.51	155.6	122.0
1961	80.20	162.8	80.20	162.8	122.0
1962	83.12	170.7	83.12	170.7	122.0
1963	86.82	176.3	86.82	176.3	122.0
1964	90.18	181.4	90.18	181.4	122.0
1965	96.88	187.1	96.88	187.1	122.0
1949	28.05	100.0	100.0	100.0	100.0
1950	29.64	104.4	104.4	104.4	105.7
1951	31.81	110.1	110.1	110.1	113.4
1952	34.23	116.9	34.23	116.9	122.0
1953	37.12	122.8	37.12	122.8	122.0
1954	38.91	127.7	38.91	127.7	122.0
1955	40.71	134.5	40.71	134.5	122.0
1956	44.09	142.8	44.09	142.8	122.0
1957	46.48	142.8	46.48	142.8	122.0
1958	50.73	150.1	50.73	150.1	122.0
1959	56.79	155.6	56.79	155.6	122.0
1960	60.29	162.8	60.29	162.8	122.0
1961	64.64	170.7	64.64	170.7	122.0
1962	68.00	176.3	68.00	176.3	122.0
1963	72.29	181.4	72.29	181.4	122.0
1964	77.51	187.1	77.51	187.1	122.0
1965	80.18	193.1	80.18	193.1	122.0
1949	100.0	100.0	100.0	100.0	100.0
1950	105.7	105.7	105.7	105.7	105.7
1951	116.9	116.9	116.9	116.9	116.9
1952	126.4	126.4	126.4	126.4	126.4
1953	132.4	132.4	132.4	132.4	132.4
1954	138.1	138.1	138.1	138.1	138.1
1955	143.4	143.4	143.4	143.4	143.4
1956	149.4	149.4	149.4	149.4	149.4
1957	154.1	154.1	154.1	154.1	154.1
1958	159.1	159.1	159.1	159.1	159.1
1959	164.1	164.1	164.1	164.1	164.1
1960	169.1	169.1	169.1	169.1	169.1
1961	174.1	174.1	174.1	174.1	174.1
1962	179.1	179.1	179.1	179.1	179.1
1963	184.1	184.1	184.1	184.1	184.1
1964	189.1	189.1	189.1	189.1	189.1
1965	194.1	194.1	194.1	194.1	194.1
1949	100.0	100.0	100.0	100.0	100.0
1950	105.7	105.7	105.7	105.7	105.7
1951	116.9	116.9	116.9	116.9	116.9
1952	126.4	126.4	126.4	126.4	126.4
1953	132.4	132.4	132.4	132.4	132.4
1954	138.1	138.1	138.1	138.1	138.1
1955	143.4	143.4	143.4	143.4	143.4
1956	149.4	149.4	149.4	149.4	149.4
1957	154.1	154.1	154.1	154.1	154.1
1958	159.1	159.1	159.1	159.1	159.1
1959	164.1	164.1	164.1	164.1	164.1
1960	169.1	169.1	169.1	169.1	169.1
1961	174.1	174.1	174.1	174.1	174.1
1962	179.1	179.1	179.1	179.1	179.1
1963	184.1	184.1	184.1	184.1	184.1
1964	189.1	189.1	189.1	189.1	189.1
1965	194.1	194.1	194.1	194.1	194.1
1949	100.0	100.0	100.0	100.0	100.0
1950	105.7	105.7	105.7	105.7	105.7
1951	116.9	116.9	116.9	116.9	116.9
1952	126.4	126.4	126.4	126.4	126.4
1953	132.4	132.4	132.4	132.4	132.4
1954	138.1	138.1	138.1	138.1	138.1
1955	143.4	143.4	143.4	143.4	143.4
1956	149.4	149.4	149.4	149.4	149.4
1957	154.1	154.1	154.1	154.1	154.1
1958	159.1	159.1	159.1	159.1	159.1
1959	164.1	164.1	164.1	164.1	164.1
1960	169.1	169.1	169.1	169.1	169.1
1961	174.1	174.1	174.1	174.1	174.1
1962	179.1	179.1	179.1	179.1	179.1
1963	184.1				

Table 4B (Cont'd)

	Mining	Manufacturing	Durable Goods		Nondurable Goods		Construction		Service	
			\$	\$	\$	\$	\$	\$	\$	\$
<u>Average Hourly Earnings</u>										
1949	1.18	100.0	0.99	1.04	105.1	1.13	100.0	0.91	100.0	100.0
1950	1.22	103.4	1.04	1.18	119.2	1.27	118.7	1.08	105.5	103.1
1951	1.35	114.4	1.18	1.30	131.3	1.41	131.8	1.18	118.7	109.4
1952	1.48	125.4	1.30	1.36	137.4	1.48	138.3	1.23	129.7	115.6
1953	1.54	130.5	1.36	1.41	142.4	1.52	142.1	1.30	142.9	123.4
1954	1.58	133.9	1.41	1.45	146.5	1.56	145.8	1.33	146.2	129.7
1955	1.61	136.4	1.45	1.52	153.5	1.64	153.3	1.39	146.5	134.4
1956	1.73	146.6	1.52	1.61	162.6	1.73	161.7	1.47	153.7	139.1
1957	1.88	159.3	1.61	1.66	167.7	1.80	168.2	1.53	168.1	146.9
1958	1.96	166.1	1.66	1.72	173.7	1.87	174.8	1.58	173.6	151.6
1959	2.04	172.9	1.72	1.78	179.8	1.94	181.3	1.64	174.3	156.3
1960	2.09	177.1	1.78	1.83	184.8	1.99	186.0	1.68	176.2	162.5
1961	2.13	180.5	1.83	1.88	189.9	2.04	190.7	1.73	182.2	162.5
1962	2.18	184.7	1.88	1.95	197.0	2.11	197.2	1.79	192.1	162.5
1963	2.24	189.8	1.95	2.02	204.0	2.19	204.7	1.85	196.7	167.2
1964	2.31	195.7	2.02	2.12	214.1	2.30	215.0	1.93	204.0	167.2
1965	2.43	205.9	2.12						212.1	167.2
									212.1	167.2
<u>Average Weekly Wages</u>										
1949	41.74	100.0	45.28	44.03	105.5	47.74	105.4	40.57	106.3	104.3
1950	52.46	104.5	49.29	49.29	118.1	53.38	117.9	45.03	117.9	110.0
1951	58.06	115.6	53.83	53.83	129.0	58.49	129.2	48.65	127.4	117.1
1952	63.20	125.8	56.25	56.25	134.8	61.55	135.9	50.51	132.3	122.3
1953	65.69	130.8	57.43	57.43	137.6	62.13	137.2	52.36	137.1	126.4
1954	67.14	133.7	59.45	59.45	142.4	64.35	142.1	54.30	142.2	128.6
1955	69.68	138.7	62.40	62.40	149.5	67.45	149.0	56.74	148.6	133.5
1956	73.92	147.2	64.96	64.96	155.6	70.15	154.9	59.17	155.0	138.8
1957	79.35	158.0	66.77	66.77	161.9	72.42	159.9	61.31	160.6	142.2
1958	81.30	161.9	70.16	70.16	168.9	76.66	169.3	63.90	167.4	146.0
1959	84.80	168.9	71.96	71.96	172.4	78.70	173.8	65.67	172.0	150.7
1960	87.26	173.8	74.27	74.27	177.9	81.36	179.7	67.87	177.8	153.3
1961	89.08	177.4	76.55	76.55	181.6	84.02	183.4	69.55	182.2	156.1
1962	91.22	181.6	79.40	79.40	187.4	87.25	190.2	71.90	188.3	160.5
1963	94.12	194.4	82.90	82.90	194.4	91.08	201.1	74.91	196.2	166.2
1964	97.61	194.4	86.90	86.90	205.3	95.67	208.2	95.67	211.3	175.0
1965	103.11								203.9	175.0
									203.9	175.0
									251.6	251.6

Source: D.B.S., Employment and Payrolls (Catalogue No. 72-201),
Hours and Hourly Earnings with Average Weekly Wages (Catalogue No. 72-202)

Table 4B (Cont'd)

Table 4C

Average Weekly Wages and Salaries, Average Hourly Earnings,
And Average Weekly Wages in the Manufacturing Industries and
as Indexes of All Manufacturing, Canada, 1965

Industry	Average Weekly Wages & Salaries		Average Hourly Earnings		Average Weekly Wages	
	\$	Index	\$	Index	\$	Index
Manufacturing Average	94.11	100.0	2.12	100.0	86.90	100.0
Food & Beverages	81.78	86.9	1.83	86.3	74.41	85.6
Tobacco & Tobacco Products	90.24	95.9	2.23	105.2	83.81	96.4
Rubber Products	96.84	102.9	2.17	102.3	90.59	104.2
Leather Products	62.82	66.8	1.46	68.9	57.56	66.2
Textile Products (except clothing)	75.44	80.2	1.63	76.9	68.31	78.6
Clothing (Textile & Fur)	57.99	61.6	1.38	65.1	52.62	60.6
Wood Products	81.56	86.7	1.87	88.2	77.37	89.0
Paper Products	108.87	115.7	2.45	115.6	102.72	118.2
Printing Publishing & Allied Ind.	101.92	108.3	2.58	121.7	100.83	116.0
Iron & Steel Products	105.83	112.4	2.42	114.1	100.89	116.1
Transportation Equipment	112.49	119.5	2.55	120.3	106.58	122.6
Non-Ferrous Metal Products	104.85	111.4	2.36	111.3	97.54	112.2
Electrical Apparatus & Supplies	98.99	105.2	2.10	99.0	86.06	99.0
Non-Metallic Mineral Products	100.00	106.2	2.18	102.8	94.59	108.8
Products of Petroleum & Coal	136.08	144.6	2.91	137.3	122.36	140.8
Chemical Products	108.60	115.4	2.31	109.0	94.70	109.0
Miscellaneous Mfg. Industries	80.80	85.8	1.69	79.7	69.29	79.7

Note: The indexes were computed in the Department of Labour for these tables.

Source: D.B.S. Manhours and Employment and Payrolls ledgers, 1965.

TABLE 5A

Average Weekly Wages and Salaries,
Industry Composite,* by Region and Province, 1965

	Average Weekly Wages and Salaries	Index
	\$	
Canada	91.23	100.0
Atlantic Region		
Newfoundland	75.56	82.8
Prince Edward Island	81.34	89.2
Nova Scotia	63.37	69.5
New Brunswick	73.71	80.8
Quebec	75.06	82.3
Quebec	88.77	97.3
Ontario	94.58	103.7
Prairie Region		
Manitoba	86.80	95.1
Saskatchewan	82.33	90.2
Alberta	85.07	93.2
British Columbia	91.02	99.8
British Columbia	101.26	110.0

Note: *The industry composite comprises, forestry, mining, manufacturing, construction, transportation and utilities, trade, finance, and service.

Source: D.B.S., Employment and Payrolls ledgers, 1965; the indexes were computed in the Department of Labour for this table.

Table 5B
Average Weekly Wages and Salaries, Average Hourly Earnings, and Average Weekly Wages, Manufacturing,
by Region and Province. 1965

Manufacturing		Durable				Nondurable								
		Average Weekly Wages & Salaries	Average Hourly Earnings	Average Weekly Wages	Average Hourly Earnings	Average Weekly Wages & Salaries	Average Hourly Earnings	Average Weekly Wages	Average Hourly Earnings					
Canada	94.11	100.0	2.12	100.0	86.90	200.0	101.52	100.0	86.54	100.0	1.93	100.0	77.85	100.0
Atlantic Region	75.97	80.7	1.78	84.0	73.14	81.2	81.45	80.0	84.3	80.0	1.94	80.0	72.26	83.5
Newfoundland	76.19	81.0	1.84	86.8	73.05	81.1	76.42	77.0	80.0	80.29	1.84	75.61	87.4	90.75
Prince Edward Island	56.22	59.7	1.50	70.8	52.55	60.5	70.30	69.0	1.50	65.2	62.75	65.6	53.29	61.6
Nova Scotia	76.12	80.9	1.81	85.4	73.51	84.6	84.60	83.0	2.04	88.7	83.13	86.9	66.76	77.1
New Brunswick	77.11	81.9	1.78	84.0	74.11	85.3	76.30	74.9	1.76	76.5	73.93	77.3	77.54	89.6
Quebec	87.32	92.8	1.89	89.2	78.76	90.6	97.49	95.6	2.06	89.6	89.50	93.6	81.25	93.9
Ontario	99.63	105.9	2.24	105.7	92.17	106.1	106.10	104.1	2.39	103.9	99.73	104.2	91.34	105.5
Prairie Region	86.62	92.0	2.03	95.7	81.84	94.2	89.24	87.5	2.10	91.3	85.44	89.3	84.54	97.7
Manitoba	81.53	86.6	1.91	90.1	77.04	88.7	88.56	86.9	2.07	90.0	85.61	89.5	75.59	87.3
Saskatchewan	87.86	93.4	2.14	100.9	85.11	97.9	87.46	85.8	2.06	89.6	82.92	86.7	88.05	101.7
Alberta	91.93	97.7	2.16	101.2	86.63	99.7	90.12	88.4	2.13	92.6	85.78	89.7	93.52	108.1
British Columbia	104.69	111.2	2.62	123.6	99.42	114.4	104.88	102.9	2.62	113.9	99.81	104.3	104.37	135.7

Note: The indexes were computed in the Department of Labour for these tables

Source: D.B.S., Employment and Payrolls and Manufacturing and Hourly Earnings, 1965

Table 6B

Distribution of Wage-Earner Employment, by Region, Manufacturing
Durable Goods and Nondurable Goods, 1965

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
	Per Cent of Employees					
Manufacturing	100.0	5.0	31.4	49.2	6.6	7.8
Durable Goods	100.0	4.2	22.9	56.4	6.3	10.2
Nondurable Goods	100.0	5.9	40.1	41.7	6.9	5.4

Note: The percentages were computed in the Department of Labour for this table.

Source: D.B.S., Manhours and Employment and Payrolls ledgers, 1965.

TABLE 6C

Relation of Average Weekly Wages and Salaries, Average Hourly Earnings, Average Weekly Wages,
Major Manufacturing Industries, to Average for All Durable Goods or All Nondurable
Goods Manufacturing, 1965.

	Average Weekly Wages and Salaries	Hourly Earnings	Average Weekly Wages
Durable Goods	\$101.93	100.0	\$ 95.67
Wood Products	80.0	81.3	80.9
Iron and Steel Products	103.8	105.2	105.5
Transportation Equipment	110.4	110.9	111.4
Non-Ferrous Metal Products	102.9	102.6	102.0
Electrical Apparatus and Supplies	97.1	91.3	90.0
Non-Metallic Mineral Products	98.1	94.8	98.9
 Nondurable Goods	 \$ 86.54	 100.0	 \$ 77.85
Food and Beverages	94.5	94.8	95.6
Tobacco and Tobacco Products	104.3	115.5	107.7
Rubber Products	111.9	112.4	116.4
Leather Products	72.6	75.6	73.9
Textile Products (except Clothing)	87.2	84.5	87.7
Clothing (Textile and Fur)	67.0	71.5	67.6
Paper Products	125.8	126.9	131.9
Printing, Publishing and Allied Industries	117.8	133.7	129.5
Products of Petroleum and Coal	157.2	150.8	157.2
Chemical Products	125.5	119.7	121.6
Miscellaneous Manufacturing	93.4	87.6	89.0

Note: The indexes were computed in the Canada Department of Labour for this table.

Source: D.B.S., Manhours and Hourly Earnings, and Employment and Payrolls ledgers, 1965.

Table 6D
Distribution of Wage-Farmer Employment in Manufacturing by Region, 1965

	Canada		Atlantic Region		Quebec		Ontario		Prairie Region		British Columbia	
	Non-Durable		Durable		Non-Durable		Durable		Non-Durable		Durable	
	%	%	%	%	%	%	%	%	%	%	%	%
All Manufacturing	50.8	49.2	42.4	57.6	37.1	62.9	58.2	41.8	48.6	51.4	66.0	34.0
Total Durable Goods	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-
Total Nondurable Goods	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0
Food and Beverages	-	22.6	-	52.4	-	13.2	-	22.4	-	45.1	-	33.6
Tobacco and Tobacco Products	-	1.9	-	-	-	2.6	-	1.1	-	-	-	-
Rubber Products	-	3.6	-	-	-	2.6	-	6.0	-	0.9	-	0.3
Leather Products	-	5.0	-	1.1	-	6.2	-	5.5	-	1.8	-	0.6
Textile Products (except clothing)	-	11.1	-	3.4	-	16.4	-	9.9	-	1.8	-	1.8
Clothing (Textile and Fur)	-	18.4	-	5.8	-	28.2	-	11.6	-	22.0	-	7.0
Paper Products	-	16.6	-	29.3	-	15.0	-	15.0	-	7.0	-	39.6
Printing, Publishing and Allied Industries	-	7.0	-	4.2	-	5.1	-	9.1	-	8.7	-	6.5
Products of Petroleum and Coal	-	1.4	-	1.5	-	0.9	-	0.9	-	5.6	-	2.6
Chemical Products	-	6.5	-	1.1	-	5.3	-	8.8	-	5.2	-	5.5
Miscellaneous Manufacturing Industries	-	6.1	-	1.2	-	4.4	-	9.6	-	1.9	-	2.5
Wood Products	-	17.3	-	19.5	-	18.5	-	8.9	-	15.0	-	61.5
Iron and Steel Products	-	31.5	-	28.7	-	26.1	-	37.3	-	31.4	-	13.4
Non-Ferrous Metal Products	-	8.6	-	1.8	-	12.2	-	7.7	-	6.9	-	9.4
Transportation Equipment	-	23.7	-	42.3	-	19.8	-	25.3	-	31.3	-	11.8
Electrical Apparatus and Supplies	-	12.1	-	2.7	-	13.8	-	15.0	-	3.8	-	1.0
Non-Metallic Mineral Products	-	6.7	-	5.0	-	9.6	-	5.9	-	11.5	-	2.3

Note: The percentages were computed in the Department of Labour for these tables

Source: D.B.S., Manhours and Hourly Earnings ledgers, 1965.

Table 6F (no chart)

Distribution of Wage-Earner Employment in Manufacturing,
All Canada and Within Regions, 1965

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
All Manufacturing	100.0	5.0	31.4	49.2	6.6	7.8
Food and Beverages	100.0	13.6	23.5	41.2	13.7	8.0
Tobacco and Tobacco Products	100.0	-	69.8	30.2	-	-
Rubber Products	100.0	-	28.9	68.9	1.8	0.4
Leather Products	100.0	1.2	49.3	46.3	2.5	0.7
Textile Products (except Clothing)	100.0	1.8	59.1	37.1	1.1	0.9
Clothing (Textile and Fur)	100.0	1.9	61.4	26.4	8.2	2.1
Paper Products	100.0	10.4	36.1	37.7	2.9	12.9
Printing, Publishing and Allied Industries	100.0	3.5	29.2	53.8	8.5	5.0
Products of Petroleum and Coal	100.0	6.6	26.5	28.6	20.0	10.3
Chemical Products	100.0	1.0	32.3	56.6	5.5	4.6
Miscellaneous Manufacturing Industries	100.0	1.1	29.1	65.4	2.2	2.2
Wood Products	100.0	4.7	24.5	29.0	5.5	36.3
Iron and Steel Products	100.0	3.8	18.9	66.6	6.3	4.4
Non-Ferrous Metal Products	100.0	0.9	32.5	50.3	5.1	11.2
Transportation Equipment	100.0	7.5	19.1	60.1	8.3	5.0
Electrical Apparatus and Supplies	100.0	0.9	26.1	69.7	2.0	1.3
Non-Metallic Mineral Products	100.0	3.2	32.8	49.7	10.9	3.4

Note: The percentages were computed in the Canada Department of Labour for these tables.

Source: D.B.S., Manhours and Hourly Earnings Ledgers, 1965.

Table 8B

Average Weekly Wages in Manufacturing in Current
Dollars and Constant Dollars, 1949 to 1965

1949 = 100

	Weekly Wages in Current Dollars	Index in Current Dollars	Consumer Price Index (1)	Weekly Wages in 1949 Dollars	Index in 1949 Dollars
1949	41.74	100.0	100.0	41.74	100.0
50	44.03	105.5	103.5	42.54	101.9
51	49.29	118.1	114.6	43.01	103.0
52	53.83	129.0	116.2	46.33	111.0
53	56.25	134.8	115.5	48.70	116.7
54	57.43	137.6	116.2	49.42	118.4
55	59.45	142.4	116.4	51.07	122.4
56	62.40	149.5	118.4	52.70	126.3
57	64.96	155.6	122.1	53.20	127.4
58	66.77	160.0	125.3	53.30	127.7
59	70.16	168.1	126.6	55.42	132.8
60	71.96	172.4	128.2	56.14	134.5
61	74.27	177.9	129.2	57.47	137.7
62	76.55	183.4	130.9	58.47	140.1
63	79.40	190.2	133.2	59.61	142.8
64	82.90	198.6	135.6	61.14	146.5
65	86.90	208.2	139.1	62.47	149.7

Note: (1) The annual price indexes have been adjusted to allow for each monthly figure being moved back one month to correspond with the pay period covered for weekly wages.

Source: D.B.S., Manhours and Hourly Earnings with Average Weekly Wages (Catalogue No. 72-003)
Prices and Price Indexes (Catalogue No. 62-002)

Table 8C-1 (no chart)

Position and Growth of Average Weekly Wages and Salaries in Major Industry Groups
 Relative to Average for All Industries 1949 and 1965

		Industrial Composite	Forestry	Mining	Total Wages Index	Total Durable Goods	Total Nondurable Goods	Construction	Transportation	Utilities	Trade	Finance	Service
A. Position of Wages and Salaries in Each Major Industry Relative to All-Industry Average, 1949 and 1965													
1949	\$	42.95	40.62	51.49	43.97	47.14	41.18	41.28	48.39	36.97	42.22	28.05	
	Index	100.0	94.6	119.9	102.4	109.7	95.9	96.1	112.6	86.1	98.3	65.3	
1965	\$	91.23	99.53	111.68	94.11	101.93	86.54	103.24	111.49	111.21	76.54	68.44	65.01
	Index	100.0	109.1	122.4	103.1	111.7	94.8	113.2	111.2	121.9	83.9	96.9	71.3
B. Absolute Growth 1949 to 1965													
	Index	212.4	245.0	216.9	214.0	216.2	210.1	250.1	209.7	231.0	207.0	209.5	231.8
C. Relative Growth: Each Major Industry in Relation to All-Industry Average													
	Index (a)	100.0	115.3	102.1	100.8	101.8	98.9	117.7	98.7	108.8	97.5	98.6	109.1

Note: (a) Individual industry growth index (shown in B, above) divided by all industry index, the quotient multiplied by 100.
 The indexes were computed in the Department of Labour for these Tables.

Source: D.B.S. Employment and Payrolls for 1949
 Employment and Payrolls ledgers for 1965.

Table 8C-2

Position and Growth of Average Weekly Wages and Salaries in Major Manufacturing Groups
Relative to the Average for All Manufacturing, 1949 and 1965

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Total	Total	Total	Non-Durable Goods	Food and Beverages	Tobacco Products	Rubber Products	Leather Products	Textiles Products	Clothing (Textile and Fur)	Wood Products	
As to \$2,500.00 Wages and Salaries in Each Industry Relative to All Manufacturing Average, 1949 and 1965											
1949 \$ Index	43.97	47.14	41.18	40.40	39.89	44.89	32.54	37.84	32.25	39.23	
	100.0	107.2	93.7	91.9	90.7	102.1	74.0	86.1	73.3	89.2	
1965 \$ Index	94.11	101.93	86.54	81.78	90.24	96.84	62.82	75.44	57.99	81.56	
	100.0	108.3	92.0	86.9	95.9	102.9	66.8	80.2	61.6	86.7	
As to \$2,500.00 Wages and Salaries in Each Industry Relative to All Manufacturing Average, 1949 and 1965											
(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)		
Paper Products	Printing, Publishing and Allied Industries	Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products	Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Petroleum Products	Chemical Products	Wood Products	Misc. Manufacturing	
1949 \$ Index	51.81	46.46	48.34	50.36	49.03	47.79	45.12	55.77	47.61	37.84	
	117.8	105.7	109.9	114.5	111.5	108.7	102.6	126.8	108.3	86.1	
1965 \$ Index	108.86	101.92	105.83	112.49	104.85	98.99	100.00	136.08	108.60	80.80	
	115.7	108.3	112.4	119.5	111.5	105.2	106.2	144.5	115.4	85.8	

Note: The indexes were computed in the Department of Labour for these tables.

Source: D.B.S., Employment and Payrolls for 1949.
Employment and Payrolls ledgers for 1965.

Table 8C-2 (Cont'd.)

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Total Manufacturing	Total Durable Goods	Total Non-Durable Goods	Food and Beverages	Tobacco Products	Rubber Products	Leather Products	Textile Products	Clothing (Textile and Fur)	Wood Products	
B. Absolute Growth, 1949 to 1965										
Index	214.0	216.2	210.2	202.4	226.2	215.7	193.1	199.4	179.8	207.9
(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	
Paper Products	Printing, Publishing and Allied Products	Iron and Steel Products	Trans- portation Equipment	Ferrous Metal Products	Non-Metallic Mineral Products	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Misc. Manufacturing	
Index	210.1	219.4	218.9	223.4	213.8	207.1	221.6	244.0	228.1	213.5
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
C. Relative Growth: Each Manufacturing Industry in Relation to the All-Manufacturing Average										
Index (a)	100.0	101.0	98.2	94.6	105.7	100.8	90.2	93.2	84.0	97.1
(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	
Index (a)	98.2	102.5	102.3	104.4	99.9	96.8	103.6	114.0	106.6	99.8

Note: (a) Individual industry growth index (shown in B, above) divided by all manufacturing index, the quotient multiplied by 100.

Table 8D

Position and Growth of Average Hourly Earnings in Major Manufacturing Groups
Relative to Average for All Manufacturing 1949 and 1965

Note: The indices were computed in the Department of Yohor for these ladies.

Source: D.B.S. Manhours and Hourly Earnings for 1949.
D.B.S. Manhours and Hourly Earnings ledgers for 1965.

Table 3D (Cont'd)

B. Absolute Growth, 1949 to 1965		1949-1965						1949-1965					
	Index	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)		
Total Manufacturing		Total Durables	Non-Durable Goods	Food and Beverages	Tobacco and Products	Rubber Products	Leather Products	Textile Products	Clothing (Textile and Fur)		Wood Products		
		214.1	215.0	212.1	212.8	261.6	206.7	194.7	196.4	182.9	201.1		
(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)						
Printing, Publishing and Allied Products	Iron and Steel Industries	Trans- portation Equipment	Ferrous Metal Products	Non-Metallic Mineral Products Supplied	Electrical Apparatus and Coal	Non-Metallic Mineral Products	Products of Petroleum and Coal						
		231.1	225.3	222.0	220.7	220.6	192.7	227.1	237.4	233.3	N/A		
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)		
Index(a)	100.0	100.4	99.1	99.4	122.2	96.5	90.9	91.7	85.4	93.9			
		(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)		
Index(a)	107.9	105.7	103.7	103.1	103.0	90.0	106.1	110.9	109.0	N/A			

c. Relative Growth each Manufacturing Industry in relation to the All-Manufacturing Average

Index(a)	100.0	100.4	99.1	99.4	122.2	96.5	90.9	91.7	85.4	93.9	
Index(a)	107.9	105.7	103.7	103.1	103.0	90.0	106.1	110.9	109.0	N/A	

Note: (a) Individual industry growth index (shown in 3, above) divided by all manufacturing index, the quotient multiplied by 100.

TABLE 8H

Growth in Average Weekly Wages and Salaries, Average Hourly Earnings and Average Weekly Wages, All Manufacturing, by Province,* 1949 to 1965

	Average Weekly Wages and Salaries %	Average Hourly Earnings %	Average Weekly Wages %
Canada	116.0	114.1	106.2
Prince Edward Island	82.9	-	-
Nova Scotia	91.5	101.1	89.5
New Brunswick	95.5	100.0	88.0
Quebec	110.3	110.0	101.3
Ontario	117.9	115.4	112.6
Manitoba	96.2	99.0	90.6
Saskatchewan	109.0	114.0	103.6
Alberta	109.5	116.0	105.2
British Columbia	122.8	120.2	122.4

Note: *Data not available for Newfoundland, and not available on hourly earnings or weekly wages for Prince Edward Island. The indexes were computed in the Department of Labour for this table.

Source: D.B.S., Employment and Payrolls (Catalogue No. 72-201), Manhours and Hourly Earnings and Average Weekly Wages (Catalogue No. 72-202).

Table 9A
Average Earnings of Wage Earners and Salaried Employees in All Manufacturing
for Selected Years, 1949-1965

Total Employment	Wage Earners			Salaried Employees			Proportion of Salaried Employment to Total Employment	Ratio of Salaries to Wages		
	Average Weekly Earnings	Number of Employees	Average Weekly Salaries	Number of Employees	Average Weekly Salaries					
					\$					
1949	976,840	42.61	100.0	804,971	54.85	100.0	171,869	17.6		
1951	1,086,983	51.32	120.4	872,949	65.98	120.3	214,034	19.7		
1960	1,176,427	72.39	169.9	889,194	100.47	183.2	267,223	24.4		
1963	1,275,700	80.80	189.6	967,914	111.29	202.9	307,786	24.1		
1965	1,407,979	89.32	209.6	1,068,132	120.27	219.3	339,846	24.1		
								134.7		

Source: D.B.S. Earnings and Hours of Work in Manufacturing (Catalogue No. 72-204.)

Table 9B

Average Earnings for General Office and Clerical Employees and Managerial, Supervisory and Professional Employees in All Manufacturing, Durable Goods and Nondurable Goods Manufacturing, 1951, 1960, 1963 and 1965(a)

	General Office and Clerical Employees			Managerial, Supervisory and Professional Employees			Proportion of Managerial, Supervisory and Professional to All Salaried Employees			Ratio of Managerial etc. Earnings to those of General Office and Clerical	
	Total Number of Salaried Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees
<i>All Manufacturing</i>											
1951	214,034	51.14	100.0	146,762	98.38	100.0	67,272	31.4	192.4		
1960	287,223	72.10	141.0	151,340	132.06	134.2	135,883	47.3	183.2		
1963	307,786	79.13	154.7	158,267	145.32	147.7	149,519	48.6	183.6		
1965	339,846	87.19	170.5	170,233	153.47	156.0	169,613	49.9	176.0		
<i>Durable Goods</i>											
1951	99,711	54.16	100.0	69,571	100.53	100.0	30,140	30.2	185.6		
1960	134,464	77.66	143.4	73,811	136.26	135.5	60,653	45.1	175.5		
1963	145,290	84.98	156.9	77,040	149.29	148.5	68,250	47.0	175.7		
1965	161,516	93.78	173.2	84,262	160.29	159.4	77,254	47.8	170.9		
<i>Nondurable Goods</i>											
1951	114,323	48.41	100.0	77,191	96.63	100.0	37,132	32.5	199.6		
1960	152,759	66.71	137.8	77,529	128.68	133.2	75,230	49.2	192.9		
1963	162,496	73.59	152.0	81,227	141.99	146.9	81,269	50.0	192.9		
1965	178,330	80.74	166.8	85,971	147.77	152.9	92,359	51.8	183.0		

Note: (a) Data are not available for 1949.

Source: D.B.S., Earnings and Hours of Work in Manufacturing (Catalogue No. 72-204.)

TABLE 10A

Selected Occupational Wage Differentials in Canada,
1923 to 1933, 1943 to 1965*

Industry	1923-1929	1930-1933	1943-1946	1947-1950	1951-1954	1955-1958	1959-1962	1963-1965
Skilled Rate as Percent of Unskilled Rate (a)								
Automobile Parts								
Machinists	165.3	171.0	129.3	122.0	120.5	129.4	140.0	131.2
Agricultural Implements	163.4	154.3	150.0	142.0	141.9	147.1	143.7	129.2
Patternmakers								
Shipbuilding								
Boilermakers	162.3	161.3	162.0	146.1	128.9	130.0	120.9	119.6
Sheet Metal								
Sheet Metal Workers	205.2	233.9	166.5	161.9	135.7	145.9	141.0	142.3
Pulp and Paper								
Millwrights (Maintenance)	171.0	175.8	149.7	131.1	133.1	134.5	131.8	132.5
Digester Cook (Pulp)	207.2	206.6	170.0	145.7	143.8	141.3	138.4	138.7
Furniture								
Upholsterers	160.1	151.6	164.4	165.2	172.8	168.5	148.0	147.7
Construction								
Toronto								
Bricklayers and Masons	229.2	234.5	188.9	201.8	199.4	180.2	160.0	149.3
Carpenters	175.5	204.8	169.1	175.8	184.0	164.8	148.1	141.9
Vancouver								
Bricklayers and Masons	228.2	265.1	182.6	172.4	147.4	145.6	138.2	134.2
Carpenters	176.3	187.9	158.3	152.7	140.4	136.0	135.0	132.8
Printing and Publishing								
Toronto								
Compositors	217.6	250.8	210.7	196.5	195.3	204.9	224.6	207.2
Vancouver								
Compositors	183.4	251.0	206.5	179.8	172.7	172.7	166.5	164.7

Table 10A (Cont'd)

	1923-1929	1930-1933	1943-1946	1947-1950	1951-1954	1955-1958	1959-1962	1963-1965
Industry								Skilled Rate as Percent of Unskilled Rate (a)
<hr/>								
Municipal Government Services								
Toronto	130.2	132.8	126.9	126.7	133.1	130.6	130.3	130.8
Policemen								
Urban and Suburban Transport								
Toronto	111.7	133.7	138.0	125.0	109.1	118.6	123.7	120.9
Electricians								

*Based on H.D. Woods and Sylvia Ostry: Labour Policy and Labour Economics in Canada, 1962, Table XLVIII, 1959 to 1965 data added.

(a) The unskilled rate is for male labourer in each case, except in printing and publishing, where it is for bindery girls.

Sources: Data for the years 1943 to 1958 and all years for construction, municipal government services and urban and suburban transport were taken from special tabulations made in the Economics and Research Branch of the Canada Department of Labour. These tabulations were based primarily on the statistics published in Wage Rates and Hours of Labour, annual reports.

Table 10B

Selected Occupational Wage Differentials in Canada,
1943, 1949, 1956, and 1965*

Industry and Occupation	Wage Rate as Per Cent of Labour Rate				
	1943	1949	1956	1965	
<u>Coal Mining</u>					
<u>Nova Scotia</u>					
Miner (contract)	165.4	146.1	146.6	124.7	
<u>British Columbia</u>					
Machinist	125.0	128.4	130.9	138.8	
<u>Quebec</u>					
Machinist	150.0	132.9	133.6	130.9	
<u>Sawmill Products</u>					
Saw Filer	195.7	158.4	151.2	147.3	
Sashes, Doors, etc.	141.5	135.3	132.0	121.4	
<u>Furniture</u>					
Cabinetmaker	165.0	150.0	143.0	156.3	
Confectionery	142.9(a)	133.8(a)	126.9(a)	120.9(a)	
Candymaker					
Tobacco					
Machinist	125.6	141.7	136.5	127.7	
Cotton Yarn	161.2(b)	145.2(b)	141.5(b)	144.4(c)	
Loom Fixer					
Iron Casting and Machine Shops					
Patternmaker	137.3	133.3	134.2	133.0(x)	
Shipbuilding					
Electrician	167.3	150.6	132.6	127.8	
Motor Vehicle Parts and Accessories					
Toolmaker	153.8	136.6	135.3	136.2	
Agricultural Implements					
Pattemaker	149.1	140.2	148.9	122.0	
Heavy Electrical Machinery & Equipment					
Toolmaker	168.9	141.8	155.3	155.0	
Pull	144.6(d)	141.4(d)	138.0(d)	138.5(d)	
Digester Cook					
Newsprint					
Machine-Tender	256.4(e)	207.7(e)	191.3(e)	178.2(e)	
Construction					
<u>Montreal</u>					
Bricklayer and Mason	175.0	209.4	161.8	138.1	
Toronto					
Bricklayer and Mason	190.3	189.4	180.0	152.1	* Taken from table in Sylvia Ostry: "Interindustry Differentials in Canada, 1943-1956", Industrial and Labor Relations Review, April 1959; 1965 data added.
Winnipeg					
Bricklayer and Mason	228.6	213.3	187.5	156.4	
Vancouver					
Bricklayer and Mason	198.5	175.0	150.6	131.5	Notes: In the following instances, the jobs indicated were used as the base (i.e., equal to 100) instead of labourer:
Printing and Publishing (f)					
(other than Newspapers)					
Montreal					
Bricklayer and Mason	290.1	204.1	211.6	204.6	
Toronto					
Bricklayer and Mason	269.5	197.4	208.0	207.4	
Winnipeg					
Compositor (hand)	271.6	207.6	198.9	193.1	Other note: (x) iron castings only.
Vancouver					
Compositor (hand)	195.1	173.6	169.8	161.5	Source: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour.

Table 10C

Wage Skill Differential as Shown in Comparison of Rates for Electricians, Maintenance and Labourers,
Industry Composite and Manufacturing, Selected Cities, 1960 and 1965

Community and Occupation	Industry Composite (a)			Manufacturing		
	1960		1965	1960		1965
	\$	Index (b)	\$	Index (b)	\$	Index (b)
%						
Montreal						
Electrician	2.13	145.9	2.55	147.4	19.7	2.22
Labourer	1.46	100.0	1.73	100.0	18.5	1.47
Toronto						
Electrician	2.28	143.4	2.78	143.3	21.9	2.32
Labourer	1.59	100.0	1.94	100.0	22.0	1.56
Winnipeg						
Electrician	2.18	142.5	2.54	143.5	16.5	2.23
Labourer	1.53	100.0	1.77	100.0	15.7	1.53
Vancouver						
Electrician	2.51	132.1	3.05	136.2	21.5	2.55
Labourer	1.90	100.0	2.24	100.0	17.9	1.89
St. John's, Nfld.						
Electrician	1.97	168.4	2.38	158.7	20.8	—
Labourer	1.17	100.0	1.50	100.0	28.2	1.11
Halifax						
Electrician	1.96	146.3	2.42	144.0	23.5	1.88
Labourer	1.34	100.0	1.68	100.0	25.4	1.33
Sydney						
Electrician	2.15	133.5	2.34	115.8	8.8	—
Labourer	1.61	100.0	2.02	100.0	25.5	1.73

Table 10C (Cont'd)

	Industry Composite (a)				Manufacturing				Increase in Rate from 1960 to 1965 %	
	1960		1965		1960		1965			
	\$ Index (b)	Index (b)	\$ Index (b)	Index (b)	\$ Index (b)	Index (b)	\$ Index (b)	Index (b)		
Community and Occupation										
Electrician	2.06	164.8	2.48	160.0	20.4	24.0	21.10	100.0	-	
Labourer	1.25	100.0	1.55	100.0	24.0	24.0	21.44	100.0	30.9	
Drummondville										
Electrician	1.55	134.8	2.04	147.8	31.6	31.6	2.05	145.7	31.6	
Labourer	1.15	100.0	1.35	100.0	20.0	20.0	1.40	100.0	22.8	
Quebec										
Electrician	1.92	135.4	2.45	133.9	23.1	23.1	2.10	132.9	21.4	
Labourer	1.47	100.0	1.83	100.0	24.5	24.5	1.58	100.0	14.6	
Seguenay										
Electrician	2.49	141.5	2.78	131.8	11.6	11.6	2.54	140.3	2.85	
Labourer	1.76	100.0	2.11	100.0	19.9	19.9	1.81	100.0	100.0	
Sherbrooke										
Electrician	1.55	145.5	2.11	136.9	27.9	27.9	1.59	142.0	14.4	
Labourer	1.25	100.0	1.55	100.0	30.0	33.0	1.12	100.0	100.0	
Trois-Rivières										
Electrician	2.18	154.6	2.57	153.0	17.9	17.9	2.20	147.7	2.58	
Labourer	1.41	100.0	1.68	100.0	19.1	19.1	1.49	100.0	100.0	
Brantford										
Electrician	2.09	131.4	2.67	137.6	27.8	27.8	2.08	121.6	2.71	
Labourer	1.59	100.0	1.92	100.0	22.0	22.0	1.58	100.0	100.0	

Table 10C (Cont'd)

Industry Composite (a)

Community and Occupation	Manufacturing						Increase in Rate from 1960 to 1965	Increase in Rate from 1960 to 1965
	1960	1965	1960	1965	1960	1965		
\$ Index (b)	\$ Index (b)	\$ Index (b)	\$ Index (b)	\$ Index (b)	\$ Index (b)	\$ Index (b)	%	%
Cornwall Electrician Labourer	2.26 1.70	132.9 100.0	2.67 1.96	136.2 100.0	18.1 15.3	2.27 1.73	131.2 100.0	2.70 1.97
Fort William-Port Arthur Electrician Labourer	2.39 1.80	132.8 100.0	2.62 2.05	127.8 100.0	9.6 13.9	2.55 1.85	137.8 100.0	2.70 2.03
Guelph Electrician Labourer	1.99 1.46	136.3 100.0	2.50 1.74	143.7 100.0	25.6 19.2	1.99 1.46	136.3 100.0	2.50 1.74
Hamilton Electrician Labourer	2.55 1.73	147.4 100.0	2.91 2.06	141.3 100.0	14.1 19.1	2.56 1.77	144.6 100.0	2.93 2.11
Kingston Electrician Labourer	2.28 1.50	152.0 100.0	2.66 1.82	146.2 100.0	16.7 21.3	2.27 1.60	141.9 100.0	2.63 1.93
Kitchener-Waterloo Electrician Labourer	2.18 1.58	138.0 100.0	2.53 1.90	133.2 100.0	16.1 20.3	2.13 1.58	134.8 100.0	2.53 1.92
London Electrician Labourer	2.31 1.56	148.1 100.0	2.67 1.89	141.3 100.0	15.6 21.2	2.25 1.55	145.2 100.0	2.71 1.92

Table 10C (Cont'd)

Industry Composite (a)

Community and Occupation	Manufacturing						Increase in Rate from 1960 to 1965	Increase in Rate from 1960 to 1965
	1960		1965		1960			
\$	Index (b)	\$	Index (b)	\$	Index (b)	\$	Index (b)	\$
%								
Orillia								
Electrician	1.88	170.9	2.36	153.2	25.5	1.83	166.4	2.17
Labourer	1.10	100.0	1.54	100.0	40.0	1.10	100.0	1.54
Oshawa								
Electrician	2.47	119.3	3.06	124.4	23.9	2.48	118.1	3.09
Labourer	2.07	100.0	2.46	100.0	18.8	2.10	100.0	2.48
Ottawa								
Electrician	2.38	172.5	3.05	175.3	28.2	2.38	178.9	2.76
Labourer	1.38	100.0	1.74	100.0	26.1	1.33	100.0	1.70
Peterborough								
Electrician	2.31	142.6	2.57	139.7	11.3	2.31	143.5	2.58
Labourer	1.62	100.0	1.84	100.0	13.6	1.61	100.0	1.84
Sault-Ste-Marie								
Electrician	2.79	154.1	3.05	148.1	9.3	2.80	152.2	3.12
Labourer	1.81	100.0	2.06	100.0	13.8	1.84	100.0	2.10
Sudbury-Copper Cliff								
Electrician	2.53	130.4	2.82	129.4	11.5	2.53	127.1	2.82
Labourer	1.94	100.0	2.18	100.0	12.4	1.99	100.0	2.21
Welland								
Electrician	-	-	2.90	139.4	-	-	-	2.91
Labourer	-	100.0	2.08	100.0	-	-	100.0	2.09

Table 10C (Cont'd)

Community and Occupation	Industry Composite (a)			Manufacturing						
	1960		1965	1960		1965				
	\$ Index (b)	\$ Index (b)	Rate from 1960 to 1965	\$ Index (b)	\$ Index (b)	Increase in Rate from 1960 to 1965				
Windsor										
Electrician	2.50	133.7	3.10	133.6	24.0	2.52	131.3	3.12	131.6	23.8
Labourer	1.87	100.0	2.32	100.0	24.1	1.92	100.0	2.37	100.0	23.4
Regina										
Electrician	2.35	153.6	2.77	153.9	17.9	2.51	158.9	2.77	146.6	10.4
Labourer	1.53	100.0	1.80	100.0	17.6	1.58	100.0	1.89	100.0	19.6
Saskatoon										
Electrician	2.25	151.0	2.66	147.0	18.2	2.17	130.7	2.67	152.6	23.0
Labourer	1.49	100.0	1.81	100.0	21.5	1.66	100.0	1.75	100.0	5.4
Calgary										
Electrician	2.47	147.9	2.75	148.6	11.3	2.45	149.4	2.87	158.6	17.1
Labourer	1.67	100.0	1.85	100.0	10.8	1.64	100.0	1.81	100.0	10.4
Edmonton										
Electrician	2.28	149.0	2.83	156.4	24.1	2.48	158.0	2.86	154.6	15.3
Labourer	1.53	100.0	1.81	100.0	18.3	1.57	100.0	1.85	100.0	17.8
Victoria										
Electrician	2.78	151.1	3.07	133.5	10.4	2.57	130.5	3.05	129.8	18.7
Labourer	1.84	100.0	2.30	100.0	25.0	1.97	100.0	2.35	100.0	19.3

Notes: (a) The industry composite is made up of manufacturing; transportation, storage and communications; wholesale and retail trade; finance, including banks, investment and loan institutions, insurance, and real estate; government service; and personal service, including hotels, restaurants, and laundries, but not community or public service.

(b) In each case the index is the ratio of the rate for the skilled job to that for the labourer, times 100.

Source: Canada Department of Labour, Wage Rates, Salaries and Hours of Labour in Canada.

Table 10G (no chart)

Wage Rate Differentials^(a) for Selected Occupations in Selected Manufacturing Industries, 1960 and 1965

Industry & Occupation	1960		1965		Increase in Wages, from 1960 to 1965 %
	\$	Index(b)	\$	Index(b)	
<u>Slaughtering & Meat Packing</u>					
Electrician, maintenance	2.36	122.6	2.72	135.3	15.2
Ham Boner	1.98	111.2	2.31	114.9	16.7
Ham Boner (piece work)	2.28	128.1	2.78	138.3	21.9
Labourer	1.78	100.0	2.01	100.0	18.5
<u>Bread & Bakery Products</u>					
Cake Baker	1.51	105.6	2.06	120.5	36.4
Automotive Mechanic	1.85	129.4	2.21	129.2	19.4
General Bakery Helper	1.43	100.0	1.71	100.0	19.6
<u>Breweries</u>					
Electrician, maintenance	2.56	128.0	2.98	116.9	16.4
Brewhouse Worker	2.21	110.5	2.60	102.0	17.6
Labourer	2.00	100.0	2.55	100.0	27.5
<u>Tobacco, Cigars & Cigarettes</u>					
Electrician, maintenance	2.28	126.7	3.08	131.1	35.1
Cigarette Making Machine Operator	2.07	115.0	2.70	114.9	30.4
Labourer	1.80	100.0	2.35	100.0	30.5
<u>Rubber Tires & Tubes</u>					
Tire Builder, Heavy Service (piece work)	2.50	115.2	3.09	123.6	23.6
Millman Mixer (Rubber Mixer) (piece work)	2.17	100.0	2.50	100.0	15.2

All Rubber Products
 Electrician, maintenance
 Labourer

2.13 145.9 2.59 149.7
 2.16 100.0 1.73 100.0
 21.6
 18.5

Leather Tanneries

Paster
 Paster (piece work)
 Finisher (Doper Seasoner)
 (piece work)
 Mechanic (Machine Repairman)
 Finisher (Doper Seasoner)
 1.70 128.8 1.89 109.2
 1.92 145.4 2.25 130.0
 11.2
 17.2

Cotton Yarn & Cloth

Loom Fixer
 Loom Fixer (piece work)
 Skilled Tradesman
 Spooler Tender, female
 (piece work)
 Battery Hand
 1.57 146.7 1.79 144.4
 1.64 153.3 1.98 159.7
 1.56 145.8 1.87 150.8
 1.28 119.6 1.51 121.8
 1.07 100.0 1.24 100.0
 14.0
 20.7
 19.9

Synthetic & Silk Textiles

Skilled Tradesman
 Loom Fixer
 Battery Hand, female
 1.98 205.2 2.25 182.9
 1.56 162.5 1.85 150.4
 .96 100.0 1.23 100.0
 13.6
 18.6
 28.1

Men's & Boy's Suits & Overcoats

Cutter
 Cutter (piece work)
 Sewing Machine Operator, female
 (piece work)
 Sewing Machine Operator, female
 1.89 187.1 2.23 184.3
 2.15 212.9 2.56 211.6
 1.18 116.8 1.74 143.8
 1.01 100.0 1.21 100.0
 18.0
 19.1
 47.5
 19.8

Table 10G (Cont'd)

Industry & Occupation	1960		1965		Increase in Wages, from 1960 to 1965 %
	\$	Index(b)	\$	Index(b)	
<u>Dresses</u>					
Cutter	2.09	222.3	2.46	223.6	17.7
Finish Presser, female (piece work)	1.87	198.9	2.41	219.1	28.9
Sewing Machine Operator, female (piece work)	1.42	151.1	1.72	156.4	21.1
Finisher, female	.94	100.0	1.10	100.0	17.0
<u>Sash, Door & Planing Mills</u>					
Millwright	1.78	142.4	2.21	139.0	24.1
Cabinetmaker (Millwork)	1.57	125.6	1.93	121.4	22.9
Labourer	1.25	100.0	1.59	100.0	27.2
<u>Wooden Furniture</u>					
Upholsterer (Complete Suite)	1.63	148.2	1.82	144.4	11.6
Upholsterer (Complete Suite) (piece work)	1.99	159.2	2.24	177.8	12.6
Glue Clamp Operator	1.23	111.6	1.47	116.7	19.5
Glue Clamp Operator (piece work)	1.51	120.8	1.59	126.2	5.3
Labourer	1.10	100.0	1.26	100.0	14.5
<u>Paper Boxes & Containers</u>					
Mechanic, maintenance	1.80	120.8	2.36	139.6	31.1
Corrugating Machine Operator	1.95	130.9	2.27	134.3	16.4
Corrugating Machine Operator (piece work)	2.29	153.7	2.72	160.9	18.8
Labourer	1.49	100.0	1.69	100.0	13.4

<u>Pulp</u>						
Digester Cook	2.58	138.0	3.02	138.5	17.0	21.9
Wood Handler	1.87	100.0	2.18	100.0		
<u>All Pulp & Paper</u>						
Electrician, maintenance	2.47	132.8	2.91	133.5	17.6	
Labourer	1.86	100.0	2.18	100.0		17.2
<u>Agricultural Implements</u>						
Electrician, maintenance	2.28	137.3	2.89	132.6	26.7	
Assembler	1.63	98.2	2.35	107.8	44.2	
Assembler (piece work)	2.13	123.3	2.72	124.8	27.7	
Milling Machine Operator	1.77	106.6	-	-	-	
Milling Machine Operator (piece work)	2.25	135.5	2.86	131.2	27.1	
Labourer	1.66	100.0	2.18	100.0		31.3
<u>Iron Castings</u>						
Electrician, maintenance	2.29	134.7	2.54	130.9	15.3	
Ladleman (Metal Pourer)	1.82	107.0	2.18	112.4	19.8	
Ladleman (Metal Pourer) (piece work)	2.20	129.4	2.39	123.2	8.6	
Houlder, Machine	1.92	112.9	2.24	115.5	16.7	
Moulder, Machine (piece work)	2.33	137.0	2.77	142.8	18.9	
Labourer	1.70	100.0	1.94	100.0		14.1
<u>Industrial Machinery</u>						
Electrician, maintenance	2.03	133.5	2.39	130.0	17.7	
Moulder, Machine	1.84	121.0	2.11	114.7	14.7	
Moulder, Machine (piece work)	2.37	155.9	-	-	-	
Lathe Operator	2.00	131.6	2.28	123.9	14.0	
Lathe Operator (piece work)	1.96	128.9	2.43	132.1	24.0	
Labourer	1.52	100.0	1.84	100.0		21.0

Table 10G (Cont'd)

Industry & Occupation	1960		1965		Increase in Wages, from 1960 to 1965 %
	\$	Index (b)	\$	Index (b)	
<u>Primary Iron & Steel</u>					
Electrician, maintenance	2.68	132.7	3.01	133.8	12.3
Charger	2.33	115.3	2.54	112.9	9.0
Charger (piece work)	2.79	138.1	3.23	143.5	15.8
Ladleman (Metal Pourer)	2.40	118.8	2.65	117.8	10.4
Ladleman (Metal Pourer) (piece work)	3.21	158.9	3.46	153.8	7.8
Labourer	2.02	100.0	2.25	100.0	11.4
<u>Motor Vehicles</u>					
Assembler	2.12	104.9	2.61	116.5	23.1
Metal Finisher, Hand or Machine	2.21	109.4	2.73	121.9	23.5
Electrician, maintenance	2.51	124.2	3.13	139.7	24.7
Labourer	2.02	100.0	2.24	100.0	10.9
<u>Brass & Copper Products</u>					
Patternmaker (Metal or Wood)	2.15	144.3	2.30	135.3	7.0
Moulder, Machine	1.78	119.5	2.05	120.6	15.2
Moulder Machine (piece work)	2.38	159.7	2.55	150.0	7.1
Labourer	1.49	100.0	1.70	100.0	14.1
<u>Radio & Television & Other Electronic Equipment</u>					
Electrician, maintenance	2.22	186.5	2.61	176.3	17.6
Technician, Electronics (Production)	2.01	168.9	2.45	165.5	21.9
Labourer	1.44	121.0	1.61	108.8	11.8
Assembler, Simple, Female	1.19	100.0	1.48	100.0	24.4

<u>Petroleum Refining & Products</u>						
Electrician, maintenance	2.65	138.7	3.01	133.2	13.6	
Pumpman, Head	2.89	151.3	3.13	138.5	8.3	
Labourer	1.91	100.0	2.26	100.0	18.3	
<u>Acids, Alkalies & Salts</u>						
Electrician, maintenance	2.34	128.6	2.72	125.9	16.2	
Chemical Operator, Class A	2.28	125.3	2.65	122.7	16.2	
Labourer	1.82	100.0	2.16	100.0	18.7	
<u>Medicinal, Pharmaceutical & Toilet Preparations</u>						
Electrician, maintenance	2.16	153.2	2.58	151.8	19.4	
Mixer, Machine	1.80	127.6	2.14	126.0	18.9	
Labourer	1.41	100.0	1.70	100.0	20.6	

Notes: (a) The rates shown are for time work and for males unless otherwise specified.
 (b) The index expresses the ratio of each job rate to that of the lowest paid job, times 100.

Source: Canada Department of Labour Wage Rates, Salaries and Hours of Labour.

Table 11A

Median Annual Earnings, Scientific and Technical Professions, 1963(1)

Specialization	Median Annual Earnings(2)
Agriculture	7,600
Architecture	10,000
Engineering	
Chemical	9,800
Civil	9,400
Electrical	9,400
Engineering Physics	9,200
Geological	8,700
Industrial	9,100
Mechanical	9,600
Metallurgical	10,200
Mining	10,700
Other	9,500
Forestry	8,200
Natural Science	
Biology	8,700
Chemistry	10,100
General	7,700
Geology	10,000
Mathematics	9,300
Mathematics & Physics	10,100
Physics	10,000
Other	9,600
Veterinary Medicine	8,700

Notes:

(1) 1963 is the most recent year for which information on this basis is available.

(2) The information is based on 16,087 replies to a questionnaire mailed to people in scientific and technical professions across Canada.

Source: Canada Department of Labour, Average Earnings in the Scientific and Technical Professions, 1962 (Professional Manpower Bulletin No. 6).

Table 11B

Salaries(1) of Professional Engineers,
by Level of Responsibility
1958, 1960, 1963 and 1965(2)

Level of Responsibility(3)	1958(4)		1960(4)		1963(4)		1965(4)		Change, 1960 to 1965 %
	\$	\$	\$	\$	\$	\$	\$	\$	
Level "A"									
Median	5,016	5,220	5,570	6,120					
Middle 80%	4,620-5,580	4,800-5,820	5,160-6,300	5,700-6,780					17.2
Level "B"									
Median	5,940	6,240	6,720	7,200					
Middle 80%	5,196-6,888	5,520-7,200	6,000-7,620	6,500-8,220					15.4
Level "C"									
Median	6,900	7,500	8,180	8,900					
Middle 80%	6,000-7,920	6,420-8,700	7,020-9,490	7,680-10,220					18.7
Level "D"									
Median	8,220	8,820	9,600	10,430					
Middle 80%	7,020-9,420	7,620-10,250	8,400-11,040	9,000-12,060					
Level "E"									
Median	9,720	10,260	11,280	12,180					
Middle 80%	8,160-11,400	8,760-12,120	9,800-13,200	10,560-14,460					18.7
Level "F"									
Median	12,000	12,480	13,500	14,770					
Middle 80%	9,996-15,600	9,600-15,000	11,520-16,700	12,000-18,250					18.3

Notes:

- (1) The salaries reported do not include the value of employee benefits except to the extent that bonuses and commissions are part of an engineer's normal earnings.
- (2) The data for 1965 were obtained from a survey, the results of which covered 13,547 engineers working for 215 organizations in British Columbia, Alberta, Ontario and Quebec. The survey coverage for the earlier years is similar except that Alberta was introduced in 1965 and British Columbia in 1963.
- (3) The levels of responsibility cover virtually the full range from the most junior, at "A" to the most senior or almost the most senior, at "F". Another level beyond "F" is described to show that there is a level beyond the scope of the survey, for which data are not obtained. The levels are distinguished in terms of duties (including degree of initiative exercised); power to make recommendations, decisions and commitments; degree of supervision received; extent of leadership authority and/or supervision exercised; and academic and other qualifications required for entry into the job.
- (4) The data represent salaries, at annual rates, paid as of July 1 each year.

Source: Canadian Council of Professional Engineers, Report on Salaries

Table 11C-1 (no chart)
 Executive Salaries in Canadian Industry,
 1961 and 1965⁽¹⁾

Position Title	Median and Average Annual Salary (including bonus) ⁽²⁾		Change 1961 to 1965 %
	1961	1965	
General Manager	\$ 23,050	\$ 30,000	30.1
Median	26,500	32,800	23.8
Average			
Sales Manager	\$ 14,000	\$ 18,000	28.4
Median	14,400	18,950	31.8
Average			
Plant Manager	\$ 11,000	\$ 16,000	45.4
Median	13,350	16,950	26.9
Average			
Accounting Manager	\$ 10,700	\$ 14,500	35.5
Median	12,200	16,350	34.0
Average			
Chief Engineer	\$ 10,400	\$ 12,300	18.4
Median	12,100	14,700	21.4
Average			
Purchasing Manager	\$ 8,700	\$ 10,750	23.5
Median	9,100	10,850	19.1
Average			
Marketing Manager	\$ 15,000	\$ 21,200	41.3
Median	16,900	21,650	28.0
Average			
Secretary	\$ 12,050	\$ 16,000	32.9
Median	12,800	16,800	31.2
Average			

Industrial Relations Manager	12,000	14,000	16.6
Median	12,100	15,600	29.0
Average			
Research & Design Manager	10,150	13,900	27.0
Median	11,500	14,300	24.3
Average			
Export Sales Manager	9,800	11,200	24.4
Median	10,750	12,800	19.1
Average			
Production Control Manager	9,200	11,200	21.6
Median	9,850	12,600	28.0
Average			
Industrial Engineering Manager	7,900	11,050	39.8
Median	9,150	11,650	27.2
Average			
Maintenance Manager	8,400	10,300	22.8
Median	8,750	10,800	23.2
Average			
Chief Cost Accountant	7,200	8,600	19.5
Median	7,900	10,250	29.7
Average			
Personnel Manager	7,500	9,900	32.0
Median	8,050	9,950	24.4
Average			
All Jobs	12,950	16,450	27.0
Average			

Notes: (1) This information is based on a survey of salaries in a broad sample of firms in Canadian industry, including manufacturing, mining, construction, transportation, public utilities, trade and finance.

(2) The proportion of executives surveyed receiving a bonus was almost the same both years, 43.5% in 1961 and 44.2% in 1965; the average bonus increased by 26.2%, from \$2,955 in 1961 to \$3,730 in 1965.

Source: H.V. Chapman and Associates Ltd., Report on Executive Salaries in Canada 1961-1965.

TABLE 11C-2

Salaries of Fifteen Executive Positions in Relation to the
Salary Paid to General Manager in Canadian Industry, 1961 and 1965⁽¹⁾

Position Title	Median Annual Salary (including bonus) ⁽²⁾		
	1961	1965	1965
General Manager	23,050	100.0	30,000
Marketing Manager	15,000	65.1	21,200
Sales Manager	14,000	60.7	18,000
Secretary	12,050	52.3	16,000
Industrial Relations Manager	12,000	52.1	14,000
Plant Manager	11,300	47.7	16,000
Accounting Manager	10,700	46.4	14,500
Chief Engineer	10,400	45.1	12,300
Research and Design Manager	10,150	44.0	13,900
Export Sales Manager	9,800	42.5	11,200
Production Control Manager	9,200	39.9	11,200
Purchasing Manager	8,700	37.7	10,750
Maintenance Manager	8,400	36.4	10,300
Industrial Engineering Manager	7,900	34.2	11,050
Personnel Manager	7,500	32.5	9,900
Chief Cost Accountant	7,200	31.2	8,600
All Jobs	11,725	50.9	15,254

Notes: (1) This information is based on a survey of salaries in a broad sample of firms in Canadian industry, including manufacturing, mining, construction, transportation, public utilities, trade and finance.

(2) The proportion of executives surveyed receiving a bonus was almost the same both years, 43.5% in 1961 and 44.2% in 1965; the average bonus increased by 26.2%, from \$2,955 in 1961 to \$3,730 in 1965.

Source: H. V. Chapman and Associates Ltd., Report on Executive Salaries in Canada 1961-1965.

List of Tables

Table 1	Labour Income (Wages, Salaries and Supplementary Labour Income), by Sectors of the Economy and for Agriculture 1949 to 1965.	Table 8B	Average Weekly Wages in Manufacturing in Current Dollars and Constant Dollars, 1949 to 1965
Table 2	Distribution of Net Domestic Product in the Business Sector (Excluding Agriculture), of the Canadian Economy, 1949 to 1965 (annual data)	Table 8C-1	Position and Growth of Average Weekly Wages and Salaries in Major Industry Groups Relative to Average for All Industries 1949 and 1965
Table 3-1	Indexes of Manufacturing Production, Seasonally Adjusted, by months, January, 1949 to November, 1966	Table 8C-2	Position and Growth of Average Weekly Wages and Salaries in Major Manufacturing Groups Relative to the Average for All Manufacturing, 1949 and 1965
Table 3-2	Indexes of Average Hourly Earnings, All Manufacturing, Seasonally Adjusted, in Current Dollars	Table 8D	Position and Growth of Average Hourly Earnings in Major Manufacturing Groups Relative to Average for All Manufacturing 1949 and 1965
Table 3-3	Indexes of Average Hourly Earnings, All Manufacturing, Seasonally Adjusted, in 1949 Dollars	Table 8H	Growth in Average Weekly Wages and Salaries, and Hourly Earnings, All Manufacturing, by Province, 1949 to 1965
Table 3-4	Indexes of Output per Manhour, Manufacturing, Canada, 1949 to 1965 (annual averages)	Table 9A	Average Earnings of Wage Earners and Salaried Employees in All Manufacturing for Selected Years, 1949-1965
Table 4A	Average Weekly Wages and Salaries, Average Hourly Earnings, and Average Weekly Wages, Major Industries, Canada, 1965	Table 9B	Average Earnings for General Office and Clerical Employees and Managerial, Supervisory and Professional Employees in All Manufacturing, Durable Goods and Nondurable Goods Manufacturing, 1951, 1960, 1963 and 1965
Table 4B	Average Weekly Wages and Salaries, Average Hourly Earnings, and Average Weekly Wages, Major Industry Groups, Canada, 1949 to 1965, Annual Averages	Table 10A	Selected Occupational Wage Differentials in Canada, 1923 to 1933, 1945 to 1965
Table 4C	Average Weekly Wages and Salaries, Average Hourly Earnings, and Average Weekly Wages in the Manufacturing Industries and as Indexes of All Manufacturing, Canada, 1965	Table 10B	Selected Occupational Wage Differentials in Canada, 1943, 1949, 1956 and 1965
Table 5A	Average Weekly Wages and Salaries, Industry Composite, by Region and Province, 1965	Table 10C	Wage Skill Differential as Shown in Comparison of Rates for Electricians, Maintenance and Labourers, Industry Composite and Manufacturing, Selected Cities, 1960 and 1965
Table 5B	Average Weekly Wages and Salaries, Average Hourly Earnings, and Average Weekly Wages, Manufacturing, by Region and Province, 1965	Table 10G	Wage Rate Differentials for Selected Occupations in Selected Manufacturing Industries, 1960 and 1965
Table 6B	Distribution of Wage-Earner Employment, by Region, Manufacturing, Durable Goods and Nondurable Goods, 1965	Table 11A	Median Annual Earnings, Scientific and Technical Professions, 1963
Table 6C	Relation of Average Weekly Wages and Salaries, Average Hourly Earnings, Average Weekly Wages, Major Manufacturing Industries, to Average for All Durable Goods or all Nondurable Goods Manufacturing, 1965	Table 11B	Salaries of Professional Engineers, by Level of Responsibility, 1958, 1960, 1963 and 1965
Table 6D	Distribution of Wage-Earner Employment in Manufacturing by Region, 1965	Table 11C-1	Executive Salaries in Canadian Industry, 1961 and 1965
Table 6F	Distribution of Wage-Earner Employment in Manufacturing, All Canada and Within Regions, 1965	Table 11C-2	Salaries of Fifteen Executive Positions in Relation to the Salary Paid to General Manager in Canadian Industry, 1961 and 1965

Sources of Information

Reports of the Dominion Bureau of Statistics

National Accounts, Income and Expenditure (12-201), annual, 75 cents.
Annual Supplement to the Monthly Index of Industrial Production (61-005), \$1.
Canadian Statistical Review (11-003), monthly, \$5. per ann., 50 cents per copy.
Annual Supplement to the Canadian Statistical Review (11-206), \$1.
Annual Review of Employment and Payrolls (72-201), \$1.
Employment and Payrolls (72-002), monthly, \$3. per ann., 30 cents per copy.
Annual Review of Man-Hours and Hourly Earnings (72-202), 75 cents.
Man-Hours and Hourly Earnings with Average Weekly Wages (72-003), monthly, \$3. per ann., 30 cents per copy.
Indexes of Output Per Person Employed and Per Man-Hour in Canada, Commercial Industries (14-201), annual 75 cents.
Prices and Price Indexes (62-002), monthly, \$4. per ann., 40 cents per copy.
Earnings and Hours of Work in Manufacturing (72-204), annual, 75 cents.

Reports of the Canada Department of Labour

Wage Rates, Salaries and Hours of Labour (12-548), annual, \$2.50.
Average Earnings in the Scientific and Technical Professions, 1963 (Professional Manpower Bulletin No. 6), occasional, 35 cents.

Other Publications

Report on Salaries of Professional Engineers by Levels of Responsibility, annual, Canadian Council of Professional Engineers, free.
Report on Executive Salaries in Canada 1961-1965, H.V. Chapman and Associates Ltd., \$125.

